

**IN THE UNITED STATES DISTRICT COURT
FOR THE EASTERN DISTRICT OF NORTH CAROLINA
EASTERN DIVISION**

Civil Action No. 4:11-CV-00094-BO

BRUCE BANNISTER; MAX DUTTON;
and MARION TOWLES;

Towles,

vs.

WAL-MART STORES EAST, L.P.,

Defendant.

**APPENDIX TO DEFENDANT'S
MOTION FOR SUMMARY
JUDGMENT REGARDING MAX
DUTTON'S CLAIMS**

G-3

Declaration of Adoncia Span Exhibit 3

Email from M. DeBarros attaching Store 2000 Red Store Visit Concerns (8/24/2009)

Message

From: Marie Debarros [/O=WAL-MART/OU=HOMEOFFICE/CN=RECIPIENTS/CN=F9A0A1CD5AB011D5B13C002035673F01]
Sent: 8/24/2009 8:47:38 PM
To: Noah Johnson [noah.johnson@wal-mart.com]; Melody Fogarty [melody.fogarty@wal-mart.com]
CC: Adoncia Spann [adoncia.spann@wal-mart.com]; Marie Debarros [alta.de_barros@wal-mart.com]
Subject: Store 2000 Red Store Visit Information
Attachments: Debbie in Personnel.pdf; Diana Harris concerns.pdf; Max Dutton concerns.pdf; Statements on investigations store 2000.pdf; Draft of AOS plan for 2000.pdf

Hello,

I am going to give a bullet point debrief for the concerns uncovered at the facility. I will include attachments of statements and the facility assessment done for your review. I will answer any questions as they come up or if you have anything more needed from me just let me know.



Debbie in Personnel.pdf



Diana Harris concerns.pdf



Max Dutton concerns.pdf



Statements on investigations st...



Draft of AOS plan for 2000.pdf

Marie in Accounting
Needs a new Teller mate

Mark in Receiving
Needs air conditioner fixed, too hot.

Tina 3rd shift

Knows the open door does not work, what ever is said gets back to other associates.

Management has favorites.

She was told by the store manager that "She was not the right fit for a department manager position due to her being a female".

Store Manager will not listen to 3rd Shift issues because He said "all they do is complain".

Management is divided as a team, everyone talks about everyone else.

3rd shift does not get the same communication as 1st and 2nd shift. They don't have meetings just give out direction.

Says she is not comfortable talking to any of the managers

Managers never do CBWA.

Bob in Dept. 9

Too many import merchandise.

Buyers need to come to the store and get training right for them.

Barry Department Manager 4/13

Will not use the open door because it will not fix the issues.

Doesn't know his asst. manager

Management is not touring and giving input or notes.

Erica in Jewelry

Needs to fill shifts but told she cannot. Needs a second shift person and is told she can't have.

Management not touring

Associate Jeff

Says he has applied for department manager position several times and has not gotten. Has not ever been talked to about why.

John 2nd shift associate

Says Management does not listen when has a concern.

Ann In Toys

Does not know the Market Team, would know if she saw as she has seen their pictures but not ever met in person.

Stacy on ICS
Does not know MKT Team.

Perry in L&G
Was interviewed for the department MGR position, did not get but no one ever got with him to say why.

Vivian Cashier
Drives 45 minutes to work and only scheduled 4 hours.

Harry the People greeter
PT status working FT hours.

Cheryl Dept mgr D9
Wrong traits in department HO not listening to needs.
Printer in dept broken

Pat dept mgr 27-31
Staffing an issue

Mark ?
Open door does not work
Felt he was passed over for a position, that he worked in for 5 weeks. The position was given to Shirley an Office associate. Stanley wouldn't work with her so they moved Stanley to overnight and put Mark in his position. Req is still pending.
Does not believe promotion process is fair, believes decisions are made in advance. Preselection is the rule.

Katrina in D-16
Open door does not work.
Schedules an issue
Changing schedules and no coverage an issue
Don't know who asst. manager is and they do not use the sundown rule.

Mills
The air cond. Needs to be fixed
Telxons way too old and not effective anymore
Associates need to be replaced that got promoted.

David in electronics
Only goes to Max with an open door
Calvin is the only Market team member that he knows.
Asst mgr Chris talks down to him

Connie O/N foods
Does not trust Clay
Promotions are not done fairly
Has been told by Max that she will not be promoted because "He can't replace her as a stocker"
When Connie went to Clay about her concerns in the department, Clay told her that he runs 3rd shift not her and she didn't have the right to ask another associate why they didn't stock.

Janet O/N Stocker
No confidentiality refuses to use the open door. Asst. Debbie has told her business in the past.
Has called ethics line before. Feels entire management team is ineffective.
Refuses to use the open door with Max fear of being belittled or called a kindergartner or a gossip.
Feels that every promotion is planned and that Max has an agenda already in place when selecting.
Feels overnight is overlooked by management and Market team.
Max only meets with them on Sat. Morning not during shift so he doesn't have to deal with their opinions.
Managers Clay and Debbie show favoritism.
Believes Max plays too many games with assoc. on days causing Morale issues.

Teresa in Invoice
Need more directs people in the summer

Asst. mgrs need more training.

Short in management. 3 members of management Feb to May.

Market team not effective at all.

Need to be able to hire when needed.

Adversarial relationship between store mgmt and market team.

Market manager does not care makes you feel very devalued.

Debbie B. defiant, troublemaker, not a team player

Scorecards Roll and stick loosing focus on what's important.

Rafael CSM

Need more cashiers.

Department managers will not respond when busy.

15 year CSM never scheduled nights. She has stated that store manager Max has approved that schedule for her.

Claims Eric and Clayton play cards on the clock and says this is time theft.

Debbie in Personnel

Promotions are done unfairly. People are preselected.

Debbie was told by Max, "the reason for this audit was because Tracey and Dawanna completed the investigation incorrectly and would be terminated" so she needed to make sure she said positive things about the store.

Feels Max is upset with the Market Team because he can't control them. Max Blames the Market Team for everything in front of the Associates.

Associates are scared for their jobs, Assistant managers are treated poorly, yelled at and stepped on, Has seen Max get in the face of an assistant manager and scream at them.

Max has said in front of Debbie and Theresa "Lets go and threaten some dept. manager some more".

There was an assistant manager that was so mistreated she walked out. Max drew pictures of her and made fun of her because she was a vegetarian. Max said She was doing too many drugs and drank all the time.

Max threatens assistant mangers and department managers that Eric is going to come in with his gun and the red dot target is going to be on their head.

Theresa Runs the store. She answers Max's email, holds keys to the store, influences decisions with Max, Management is not doing training plans, evals are late, not involved in CMW.

Max has said The market team is Lazy and stupid, we are not to take direction from them they don't have a clue as how to run the market. He has said this in front of Sammy and Theresa.

Max has told Debbie that there are people coming to his house and discussing business like who does not want him in the store....

Max does not do the final job offer in the store Sammy does.

Max controls who is hired and promoted.

The store is on the MAX and Theresa programs not wal-marts program and policies.

When the store participated in the March of Dimes or relay for life Max had the associates passing out cuzie cups with Vote for max Dutton for commissioner of Dare county.

Debbie says Max ask Melissa from Coppertone for a donation for CMN. Because Melissa ask Debbie How much she should ask for from her boss. Debbie said she didn't know and wanted nothing to do with it. She went to Max and Coppertone sent a check.

Art Glidden comes into the wal-mart store to do fund raising for CMN.

Theresa in invoice made up her own business cards to help with vendors to get donations.

Theresa has done commissioner work for Max. Theresa just runs the whole store.

Everyone has to cut their OT but Theresa.

Shirley C. in DSD works whatever she wants too per Max. Shirley covers Theresa's office so she can do work for Max.

Max said he needed to train Eric Litchfield as he knows nothing about being a MM.

Max would rather use OT than hire correctly.

Max and Sammy have stood at the front of the store and saluted one another, Making fun of Eric the new MM.

Morning meetings can take from 30 min. to an hour and a half. You ask Max a question he does not know how to fix anything.

Theresa said if she ever had to work with Tracey Battle she would quit because she cant stand her.

Customer Mrs. Turner came in on 8/19 to site to store and wanted a refund on an item that was in transit to the store. Max told Tracy Helton to take care of it and Tracy wouldn't due to not being procedure. Max took the customers information and she believes he did it anyway.

Max told Debbie that Turner in Greeneville store called him and said that he was getting a code red investigation.

Diane IN Department 34

Overheard Max and Theresa soliciting Vendors for donations to CMN over the phone, asking for money. She believes this is an ethics issue.

Very fearful of retaliation.
I have included the rest of Diane's issues in the attachment, included.

A. Marie De Barros
Market Human Resource Manager
Market 125
Phone: 843-267-0542
Office: 843-215-3688

page 1

2/20/09 - Max is very rough on Dept Mgrs. He spends his time at Theresa S. He is hardly here anymore & when he is, he just verbally beats everyone up.

3/21/09 Tonya Moore (Ast my) walks out. Due to continue harassment to her from Max. He jokes her, & draws pictures of her w/ notes on it. He tells her, her works not good example. When she walked out, Max sent one + Theresa S to Tonya's house to try tell her to come back before 12 noon. She said, she had enough of him. When we got back we told Max she said No, he said Good, only the strong survive.

3/25/09 Tonya M. came to see all of us. She knew Max, was not here. While Tonya was here Jacqueline A. told us how Max sent someone to her house to fire her.

3/4/09 I ask Sammy to do his Eval, but Shirley done. They went up last minute to do anything or put it off on someone else.

Page 2

3/5/09 Connie Burton (Csm) talked to Max today. Said she was surprised by my visit with us. Max told Connie, he wasn't surprised at all.

3/6/09 Theresa S - Sets in on Conf Cells w/ Max + Sammy -

Cecily sets OT/DRS except Theresa S, she works when she wants to -

3/7/09 Found Debbie B. (as me) crying today w/ Kim Grand, + Sammy told me, Max is on a Roll again.

3/10/09 Max had me in front of Sammy + Tony Taylor about being exchange students, he does that & creates those problems Not Me.

3/10/09 Assoc. James Nylender; Worked on the Texas a Greeter PT / He accepted a PT Job in else to get off the FC. He was told in full about his benefits + the time etc. If he would loose that. James went to Max & Max tried to get Tony + I to give him his Vac. hrs anyway after checking w/ Pay Ad. about it. Max threatened me with this for months.

3/10/09

Mo~~e~~ wants CSM's to do scheduling & do all the hiring for SL. I informed them they can not do this, And Mo~~e~~ told the CSM's not to listen to me, just do as he says.

3/11/09

Diane Harris come to me about Terry C. (CSM) attacking Maxine, I talked to Mo~~e~~, But Mo~~e~~ lets Terry change schedules and do as she pleases.

3-12-09

Received a phone call from Matthew C. (O/W) while he was working another store, Loni Mo~~e~~, got all over Debbie B.

Debbie B. very upset, because Mo~~e~~ treats her like he does. (He has a problem working w/ women & black people)

3-13-09

Teresa S. gives Mo~~e~~ a Surprise Birthday Party @ work. All Assoc. Was very upset & Mo~~e~~ didn't even share w/ them. He stayed in his office

Sept 4

Max left early. Left Theresa in Charge-
Open) She is only (Invoice Clerk) She
Carry keys to every thing & uses Max's
sign on for everything.

3-16 Marie Log. in Act: said I like Max
But, sure does not treat all of us
right especially the women.
Att. Mrs Clay: thinks Max is losing it.

3-17 Shirley doing Theresa job, so Theresa can
do Max's job. Assoc don't like it.

3-18 Noel started on me again today, about
James Taylor, that he was going to have 60
Minutes in this store, & Max was on his
side. We need to pay him as you time. I
said, No. If you want it, you do it.

3-20 - Max + Theresa on Conf Call together

3-21 - Max tried, to get Tony Taylor, to key in
James Taylor's time (Acc) I
kicked him out of it.

3-24 Remodel - Max, had Georgia from Resalex
run off - He is so mean to her & Lissa.

3/26 May Theresa Samay @ Subway 8 AM
Mo & Theresa talking about how unless Tracy B
is HR he also started on me about
James McNamee again

4/1/09 May up tight again.

4/2/09 Kim G & I talked to Teresa Chaplin about
how threatening Dept Mgrs in morning meeting
w/ their jobs

4/4/09 I was in my office + a cust. called
May about Cust Service, it took the
call in my office + hung up the phone
& said, I'll Bitch.

Samay was working on batteries outside my
office + Mo told him about it, he said
that worse goes to you chucked Samay ✓

4/6/09 Samay running scared, O. Its a shame to
come to work & get threatened everyday.

4/7/09 Don A. came to me about May,
very mean in AM meeting Again

Page 8

4-10- Max & Theresa - Say Eric L. is going to fire Calburn - Tracey, Lawrence & Debbie B because they're a ~~large~~ bunch of people.

4-10 - Robert Reed / Diane crying in my office over treatment from Max.

4-11 - New Asst. Tracy Helton starts today

4-21-09 Max was upset w/ the affair because I told CSM's they couldn't do hearing. Only interviewed

Max was upset w/ Sammy because Max left, & Sammy told Eric. He didn't know where Max was.

4-22-09 Max told us Eric L. approved us to give Yvonne Bailey \$300.00 Advance on her check to help her, not loose her home. We had a Cook-out for her, but she didn't get the \$.

4-24-09 Shee / PSD - Mark S.
Sept 46 - Apr MCY - City Falls
Toys

4-25-09 - PSD - was charged again to Sheriff C. by Max & Theresa S.

4-28- Thereas on Mat Office Most of the Day

5-18- Max Called Me to Subway for a Meeting
in Ref. to Tracy B. - Email. He said, I
was rubbing elbows w/ Tracy B.
Max told Sammy in front of me. That Turner
in Greenville said, Tracy B, don't do Shit for
them. There S was there also, so where business.

4-20 Eric L. said, No OT/Hrs.

Max said; He dont have him trained yet.

I had a meeting w/ Assoc today + put
notes into My M&R m.

4-21 Unbeatable Excellence! Max wanted me to
give us all yes's = I said No, I can't do
that. He said, give me that sheet. I said No.

5-22 Debbie B - leaves crying again, because of Max
while in Subway; Max then left Nys under
the bus, because they worked after dep & weren't
ready - because of him.

Several Assoc come to my office today
Max let them leave it again today + Me
to because I wouldn't cheat on my paper.

page

5-27 - Max said to me, Tracy B. sent me some emails about Ast m/s. Is she on drugs? (Tracy Hester sitting next to me)

5-29 I talked w/ David Coyle, and said I was sorry, he heard Max cheer me out, because I wouldn't cheat, or unhealthily will him for her. David said, Miss Debbie, you did the right thing, don't worry. It ok. Max said, I was part of the team 2000.

6-1-09 I found more time adjustments on the archies where Yessas' filed her t/c w/ Max's sign on.

6-4-09 = Attorney Gralons Office, Law Suite
Sammy 11:30 - Mac @ 12 Theresa 12:30
Debbie 12:30 @ 1 = Theresa + I left store @ 12:20
and got to office & they cancelled. I
came back to store & so did Sammy &
Theresa & Mac came back after 1pm

6-8 - Max threatens Dpt M/s again w/ sick

6-10 Mrs Ast M/s. Tracy H. wants to transf. from our store because of Max

6-10 Dept Mgr - elec. - Crying because of May. She's going to loose her job.

6-14 Art Bledsoe - fund raising inside store
 Beach Days = Eric said One day
 Max took 3 days.

6-12 These S - called me on salesfloor + said, I told you not to talk w me Kim Grant, and now I'm going to beat her ass. (Visited from Macy B & Devereux)

6-15 Max - ask Marie in Acct about the visit - (investigation)

6-18 = Max ask me to clock-in Richard Helmske - (Him not there) So Max could do his CBL & give Max - Richard's password.

6-25 - Max said - Marie in Acct & Me when trying to get her fired

6-30 - Max, made statement that Eric(May) is setting May up for failure.

7-6-09 May - Was in my office and he got mad @ me because I didn't answer him, he slammed my office door. because of customers about Art Gudde, fund raising in our store. Because L.P called + takeed w/ Art because of a raffle they had in the store + Arts - help won it, but she didn't buy a ticket.

7-17-09 Tracey H. is out w/ shingles w/ Dr's note and Max stopped me in Ustable on my way to work + said, nothing wrong with her, that Va B. my called him + thank him for taking Tracey H off their hands, that this went to her toe, next week will be her finger - that she's out more than in.

7-28 = I had a light stroke @ work due to stress, I'm better now. I received no call from May. @ all. But, Tracey H / Tracy B King. Deonot called me to check on me.

8-4 I told May, about my retention boxes + I would need a couple people to help you lift boxes + he said we will do them out @ the tracks next week

84- We get a crew together:

88- I ask Sammy - to bring me, my boxes for
Retention, So I could get them done. They
have to be finished by 8-12-09 for P/Q
Sammy had Jack D. to get my boxes
& bring inside its 98% outside)

May came down the hall, and put his
hands on his hips & yelled @ me.

Didn't I tell you, that we would put a
few together & do them next week, and if you
need a lawn chair & a ice tea we will
get you one.

I said, Sorry May, it suppose to be in
the 100's all week, I have no choice but to do
them this way.

Also Tracy Battle, gave me permission to bring
them inside & do them, Not only it is hot
out there in those trailers, but theres snakes
out there also.

Y/N
and all
2 X
Jan P. Martinez
7/29/13

Unbeatable Excellence

9 People – SC/WM/NHM

SELECT
YES (Y)
OR NO (N)

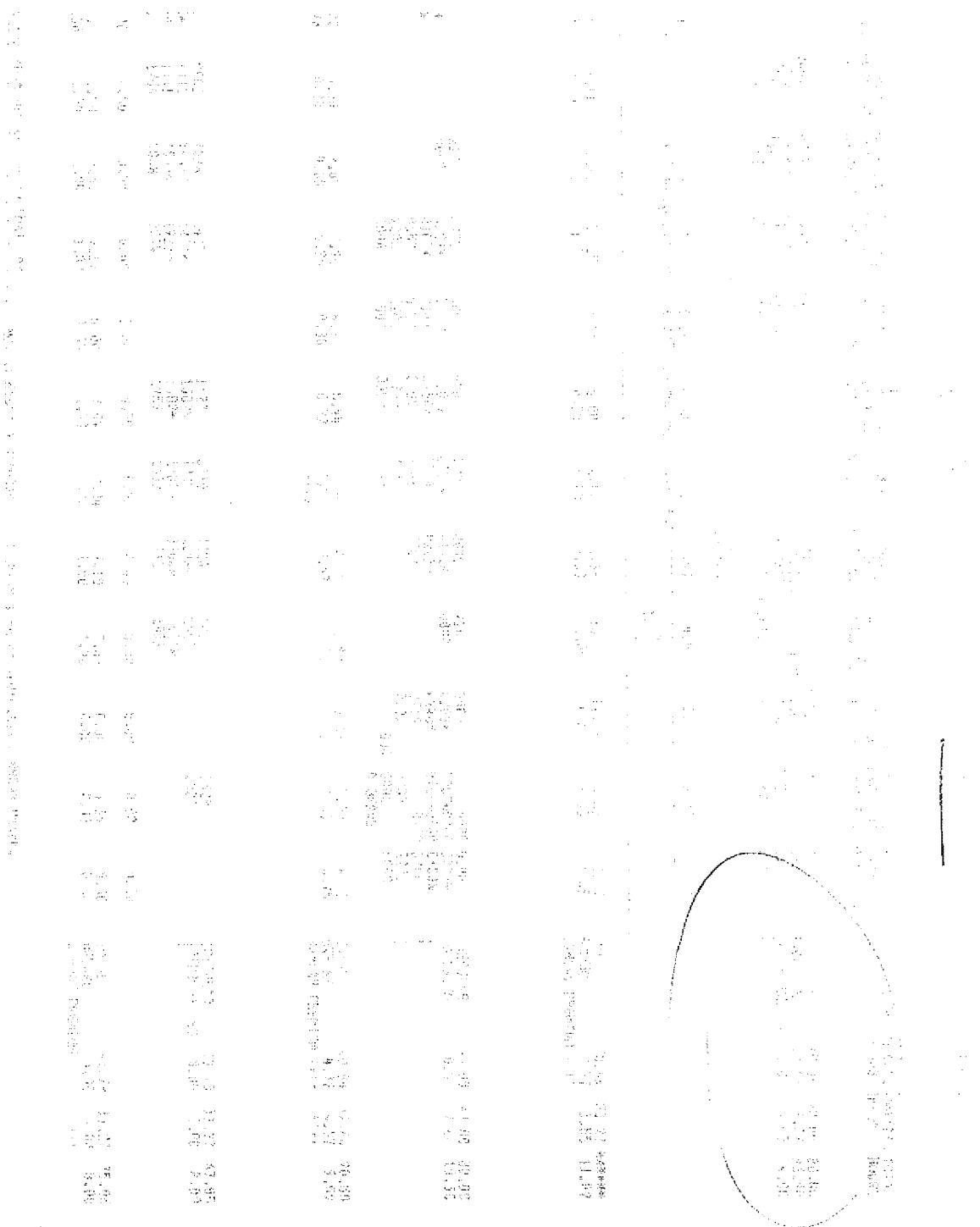
1. Is the Front End Schedule for planned hours at or above 90% last week? **Benchmark- Review Front End Scorecard.** Enter Score 72% Y N
2. Is the Accounting Office Schedule for planned hours at or above 90% last week? **Benchmark- Review Accounting Scorecard.** Enter Score 89% Y N
3. Is the Stocker Schedule Actual to Planned hours at or above 90% last week? **Benchmark- Review Backroom Scorecard.** Enter Score 100% Y N
4. Is the Store adhering to the Company Dress Code? **Benchmark-WIRE-Market Team Key Resources/Corp Policy/PD-15 Dress Code Policy.** Y N
5. Is the AOS Action Plan posted & is progress being made on the "Take Action Areas" identified during AOS? **Benchmark- Interview associates for knowledge of key "Take Action Areas", Review Grass Roots Action Plan.** *Tonya - Diane - Jan - Linda - Berry - Jacqueline* Y N
6. Is the Associate Lounge, refrigerators, microwaves, clean and appealing? **Benchmark- Inspect Lounge for cleanliness. Ensure light bulbs have been removed from all Soda/Vending machines inside the store.** *Spring had been cleaned on Monday* Y N
7. Is the "Open Door" Poster located in the lounge and up to date? **Benchmark- Poster should be located in lounge. Ensure all contact information is current and accurate.** Y N
8. Are all Federal & State Employment Posters up to date? **Benchmark-Go to WIRE/Work/Compliance/Employment Compliance/Federal & Company required Posters.** Y N
9. Does the Store Manager conduct required meetings? **Benchmark- Daily meetings for all shifts. Ensure TLE, RX and Optical are included. Overnight meetings must be held. Manager to work overnight once monthly. Interview associates to verify.** Y N
10. Does Management utilize Management Routines daily to plan daily meetings, touring, and administrative work? **Benchmark- WIRE – Customer Initiatives – Management Routines** Y N
11. Do Associates understand their impact on MY\$HARE? **Benchmark -Verify with 10 Associates.** *Dawn, John, Tony, DFT, MARIE / MARY, Bev, Tonyine, Trinny R, Tonya C, Berry - Jacqueline* Y N
12. Are new hire Associates receiving adequate training to successfully perform their job? **Benchmark- Review new hire training plans.** *MARY C, DFT, Mary H* Y N
13. Are New Associate Sponsors in place and providing support for New Hires? **Benchmark- Ask 5 most recent new hires for the name of their sponsor and level of involvement with their sponsor.** *Meeg C / Sp. Bev, Tony R / SP. Bev, Tonyine / SP. Bev, Tonya C / SP. Bev, Linda / Linda / Tony* Y N

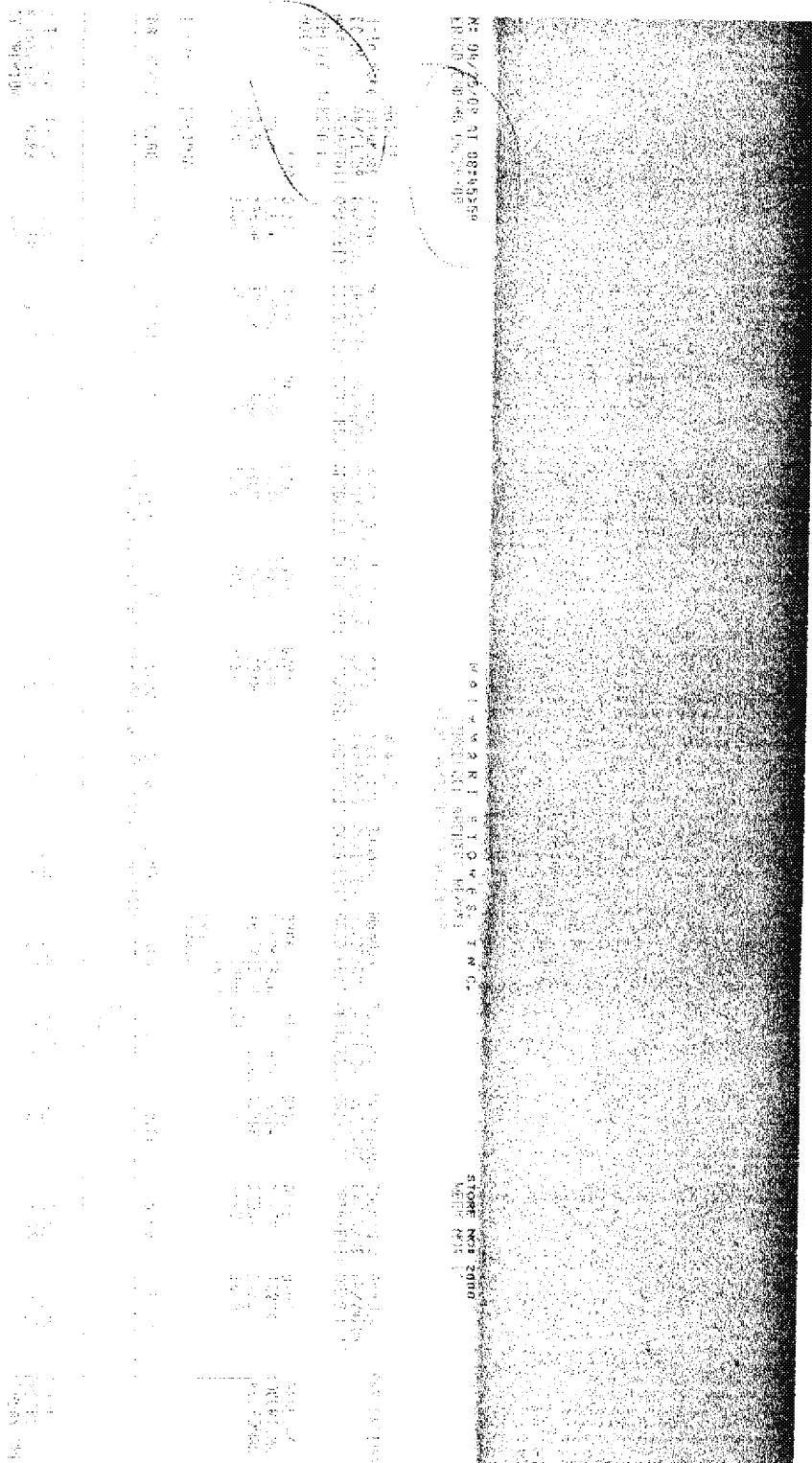
Unbeatable Excellence**9 People – SC/WM/NHM**

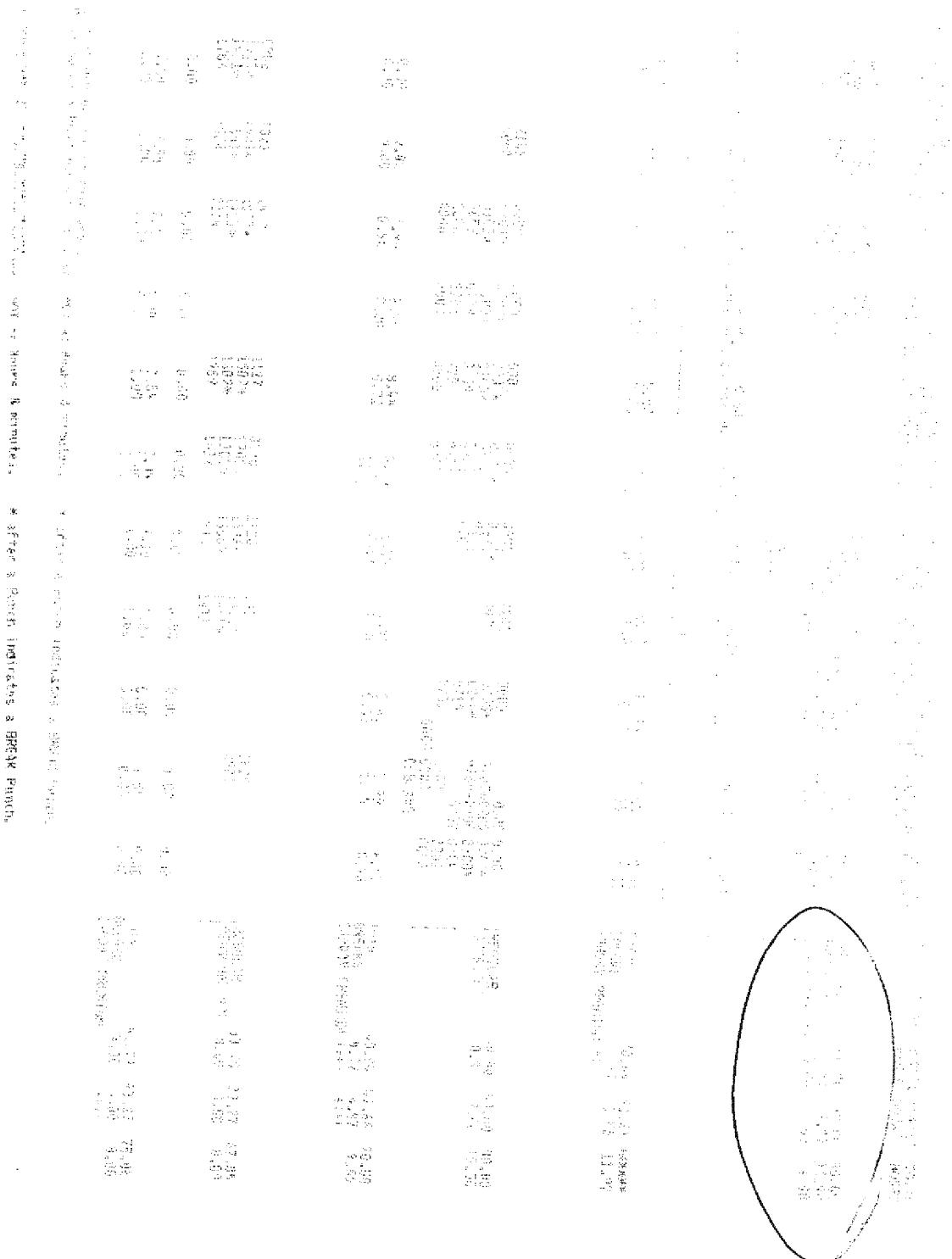
**SELECT
YES (Y)
OR NO (N)**

14. Is the Unassigned Shift Report utilized in creating open requisitions? **Benchmark- Compare the Unassigned Shift Report from the store's SMART system with the Career Preference Report from the MRHM SharePoint site.** Y N
15. Do current open position requisitions reflect the open to hire/staffing needs of the store? **Benchmark-Review HR Insight Report.** Y N
16. Are Requisitions being worked in a timely manner? **Benchmark- Review the Career Preference Report from the MRHM SharePoint Site.** Y N
17. Is the FT/PT Scheduling Exception Report reviewed before finalizing schedules? **Benchmark- Interview Manager and review FT/PT Exception Report from last week's schedule.** Y N
18. Are PNA's properly utilized? **Benchmark- Review the posted schedule for PNA's. PNA's should have name of new hire written in red on schedule.** Y N
19. Is the Store Manager reviewing the "Time Clock Punch Errors" (formerly "Daily Review of Punch Adjustments")? **Benchmark- Interview Store Manager and Personnel Manager for verification.** *Apt. Scheduling when MRHM Away.* Y N
20. Are associates only utilizing system generated schedules posted in a central location? **Benchmark- Interview associates in outlying service areas (TLE, Pharmacy, Garden Center, Optical etc) to ensure associates are not using handwritten schedules.** Y N
21. Are ETA time off requests finalized for the next scheduled week by COB Friday? **Benchmark-Review the ETA's in the SMART system.** Y N
22. Are all manual changes to finalized schedules noted in "Red" on the Schedule? **Benchmark- Inspect current posted schedules for "RED" ink, indicating changes have been made. Interview management, personnel and 5 associates to verify.** Y N

* NOTE: A PUNCH INDICATES A DEER PUNCH.







Deck 15
U12S - 5/08

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Date: 8-21-09
Time: 9:00 am - 10:15 am
Location: store mangers office
Store: 2000
Associate: Diana Harris
Interviewer: Calvin Minnifield & Deborah

- Store manager will retaliate on associates if they spoke up about anything or about him.
- Told ASM Tonya I will see that you never work in this county again if she left
- Said that MM Eric has said he will come and fire the associates if there bins are not right.
- Max is threatening at every meeting.
- Teresa still carry keys for every thing in the store, every time he is told to take them away he gives them right by.

Fund raising

- They were trying to find ways raise money for CMN and Max said lets just call some of our vendors for donations.
- Jeff Flies from Hunter/Island stuff distribution
- Coke would want more space in the store
- Diana did not want to call because she felt that it was wrong and against company policy
- Teresa the invoice associate said that I will call and did call Jeff flies from Hunter distribution for Max to help with a donations for cmn
- Art a non associate. This is what Art told Diana one day while they were raising money. He asked how much do you think we have she said about \$500 and we to should call it a day. Art wanted to stay and raise more because Max promise him half of what they take day. The next day Max and ASM Sammy called her into the office and in for CMN fund rising. The next day Max and ASM Sammy called her into the office and said that Art helps out a lot with rising money and that he called Wal-Mart legal and that they said it was ok to pay Art the money. He also said once they raise any money it was his money and he makes the choice of who get what and when.
- Some days Art would work from 7am until 2pm every day for the week trying to raise money
- There was a time when the store was trying to raise money with a 500 shopping card give away and Art's friend won.
- During his run for county commissioners the associates had to give out drink form cooler. With vote for max on them. They did not know that they ha to do that because they were there to support the store and not Max. They said that they did not get paid and was not on the clock.
- Invoice associate hold the morning meeting when max is not available and she sits beside him at every meeting.

- Max eats lunch with Teresa about every day at the store in Subway or away from the building. She said it still happens, but not as much senses Dawana and Tracey stated there investigation.
- Max knows when the market team and regional team check into a hotel or fly in the airport because he has them call him.
- He had the market team stopped once as a joke, but uses it to flex his power in the community
- The day we all arrived at the store manager max called all the dept mgr into the office by SWAS groups to talk about the top three issues from the AOS so they would know we if we asked questions. Before that they never had a meeting to talk about the top three issues in the store
- She also added once Eric was named our market manager, he and Sammy would tell the associates that we are all in the service now and are in a platoon and had salute.

Friday, Aug 21, 2009

1. In June of this year Max had me and Teresa Sharfetter in his office asking what we could do to raise money for CMN. He said with so little time left, that he would call our vendors and ask for donations. He ask for the phone number for Jeff Siel - when I brought him the number he ask me to call. I told him if anyone was going to be fired it would not be me! Teresa Sharfetter said "give me the phone I will call" and she did.
2. I organized a bake sale to benefit a family who's child had died of crib death. Art Glidden (a man in our community who does a lot of fund raising) spent the whole morning with me in the parking lot raising money. He ask how much we had raised and I told him about \$500 - He said he wanted to stay longer because Max had promised him half of what we took in that day. I was so upset I left. When I came back to work on Mon. morning Max & Savony called me to the office closed the door and began telling me that

(1)

Date: 8-21-09

Time: 9:00 am - 10:15 am

Location: store mangers office

Store: 2000

Associate: Diana Harris

Interviewer: Calvin Minnifield & Deborah

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- Said that MM Eric has said he will come and fire the associates if there bins are not right.
- Max is threatening at every meeting.
- Teresa still carry keys for every thing in the store, every time he is told to take them away he gives them right by.

Fund raising

- They were trying to find ways raise money for CMN and Max said lets just call some of our vendors for donations.
- Jeff Files from Hunter/island stuff distribution
- Coke would want more space in the store
- Diana did not want to call because she felt that it was wrong and against company policy
- Teresa the invoice associate said that I will call and did call Jeff files from Hunter distribution for Max to help with a donations for cmn
- Art a non associate. This is what Art told Diana one day while they were raising money. He asked how much do you think we have she said about \$500 and we should call it a day. Art wanted to stay and raise more because Max promise him half of what they take in for CMN fund rising. The next day Max and ASM Sammy called her into the office and said that Art helps out a lot with rising money and that he called Wal-Mart legal and that they said it was ok to pay Art the money. He also said once they raise any money it was his money and he makes the choice of who get what and when.
- Some days Art would work from 7am until 2pm every day for the week trying to raise money
- There was a time when the store was trying to raise money with a 500 shopping card give away and Art's friend won.
- During his run for county commissioners the associates had to give out drink form cooler. With vote for max on them. They did not know that they ha to do that because they were there to support the store and not Max. They said that they did not get paid and was not on the clock.
- Invoice associate hold the morning meeting when max is not available and she sits beside him at every meeting.

- Max eats lunch with Teresa about every day at the store in Subway or away from the building. She said it still happens, but not as much senses Dawana and Tracey stated there investigation.
- Max knows when the market team and regional team check into a hotel or fly in the airport because he has them call him.
- He had the market team stopped once as a joke, but uses it to flex his power in the community
- The day we all arrived at the store this week for the Red Store visit Max called all the dept mgr into the office by SWAS groups to talk about the top three issues from the AOS so they would know we if we asked questions. Before that they never had a meeting to talk about the top three issues in the store
- She also added once Eric was named our market manager, Max and Sammy would tell the associates that we are all in the service now and are in a platoon and had salute.

Calvin Minifie I
Calvin Minifie / 8-21-09

Deborah Baykin
Deborah Baykin / 8-21-09

TEAM #2000

Debbie
Chris
Sammy
Tracy
Clay
Max

1. Cleaned Smoker Lounge
2. Painted Smoker Lounge
3. New Artwork Pictures
4. Replaced ceiling tile (purchased at Home Depot)
5. Completed Project

1. Breakroom Cleaned
2. Replaced 2 Microwaves
3. Cleaned refrigerators (3 A.M. signs refreshed)
4. Decorations – beach balls hanging from ceiling in our Beach Breakroom
5. Completed project (painting was just done)

1. Communications board for all shifts
2. Erasable boards
3. Home Depot (plywood 4' x 5' sheet)
4. Mount boards on plywoods
5. Mount holder for erasable pen, eraser and cleaner
6. Complete

Debbie Brown
Clayton Dan
Sammy Hutton
Tracy Helton
MK

MANAGEMENT ROUTINE CHECKLIST

Assistant Manager _____ **Date** _____

- Drive entire parking lot and around the back of the store – ensure there are no opportunities and to good neighbor standards.
- Fire Arms Log complete and checked
- A.P.C. tapes changed (check doors and deactivators)
- Ensure all Department Managers have their routines 7 A.M. (walk for exception and perfection. Fix all opportunities quickly.
- Walk stockroom(s)! Start your day and night tours here. Stockroom must be perfectly IMS. Stockroom must be as clean or cleaner than salesfloor.
- CBWA at service desk with all management with Flash Sales and Manager's Recap. Notice any issues both of the reports and get resolved. Take time to practice CBWA with front end associates.
- Tour salesfloor for any exceptions (make notes) and fix quickly.
- Morning meeting/appreciate the successes and emphasize the importance of completing exceptions today. Talk about topic(s) that will engage our associates. Address any opportunities that come out of the meeting.
- Verify Accounting deposits.
- Check event calendar and e-mail.
- Check and execute playbooks. Research for any updates and react promptly.
- 4 x 4 tour each department with that Department Manager
- All day long execute customer service. It's Contagious
- Inventory Management System 10 – 11 AM finalize counts 2 PM – 4 PM all exceptions 100% complete. All three shifts on program (2 PM- 4 PM) (8 – 9 PM) (2 – 3 AM) 6 AM
- Closing zoning list done by 12 Noon and communicated.

*The key to our success to our Management Routines is excellent communication between all members of management and associates.

MUST BE COMPLETED DAILY BY OPENING ASSISTANT MANAGER AND TURNED INTO STORE MANAGER. RETAINED IN THE MANAGERS OFFICE AS PART OF UNBEATABLE EXCELLENCE AND CUSTOMER INITIATIVE ROUTINE.

TRAINING TUESDAY

Please list below any classes that you would like to be taught. Whether it be something new or a refresh class.

1.

2.

3.

4.

5.

6.

7.

8.

9.

10.

11.

12.

13.

14.

15.

16.

17.

We will be devising a schedule for training Tuesday and it will be posted.

Team #2000 Staffing Needs

January	0
February	0
March	10
April	10
May	10
June	15
July	5
August	0
September	0
October	10
November	5
December	0

These would be temporary associates and J1 visa or part-time.
We have experienced our J1 visa students sometimes do not arrive till the middle of June
so that number could be higher.

July 14, 2009

Art.

After contemplating and re-reading my statement of earlier today, I have had a chance to really put my thoughts together. Your visit came as a surprise and even though the events in my statement are true, I would like to opportunity to thoughtfully add more comments.

As you know, funding raising through Wal-Mart for Children's Miracle Network (CMN), more specifically the Children's Hospital of the Kings Daughter (CHKD), is a belief of Sam Walton and his family. Wal-mart is committed to this endeavor.

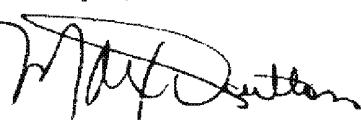
For the past eleven years, Art Glidden has been involved in CMN fundraisers periodically throughout our community. My past district managers and/or market managers knew Art to be a fine citizen donating his time to help the CHKD. When not involved with CMN, he is involved with the fire department and other community organizations raising money for the Joy Fund. The Joy Fund is a community organization which helps needy children and families. He has received the Governor's Award for volunteerism in NC. Art was persistent in his requests to volunteer at the store to raise money for CMN. He has recently been discharged from the local nursing home and wanted to get back involved.

In an earlier email followed by a conference call, each store was directed to raise \$7,500.00 for CMN. I don't recall the date of this email and conference call, but can find it if so desired. We were told to "do whatever it takes, be creative." Our store participated in many events such as beach dress up day asking associates to donate \$5.00, I was asked to donate \$20.00, bake sales, cookouts, donation raffles, and asking customers at the register for donations, plus many, many other events. During a morning meeting, the associates asked if they could put up a sign asking the truck drivers or anyone coming in the back if they would be willing to donate to CMN. Charlie Lipsey from George Marshall and Associates (a local vendor) was in the store and put money in our incubator for CMN. He mentioned to some associates and myself that his son had a brain tumor when he was an infant and how the children's hospital had helped him and his family. He said he "felt compelled to do more" and sent the store a check in the amount of \$500.00 made out to CMN to be placed in the incubator. I have his contact information for you to verify if necessary.

Other vendors, seeing what we were doing raising money for CMN, wanted to get involved. For example, Coppertone and Frito Lay both expressed their interest in donating to this cause. We discouraged these donations from vendors due to the possibility of it being deemed incorrect and looking at it as being a forced donation to benefit the vendor. Charlie Lipsey had a personal experience and was making the donation as a heartfelt, genuine contribution.

If you have any questions or concerns regarding my involvement with Wal-mart or fundraising for CMN, please know that you can contact me at any time.

Thank you,



Max Dutton
252-261-6601 (Store)
252-216-6686 (Cell)
252-441-5119 (Home)
mdunde2000@walmart.com
maxd@charone.com

Conner & 06/10/2009
1:30 p.m.
WASHINGTON, N.C.

Discussion with Eric:

- I have been under-staffed in Management since February, 2009.
- Asked repeatedly for assistance from Tracey, but she totally ignores me.
- I qualify for a Co-Manager and Carla Hurdle is a strong Co-Manager now at Store 3219. She needs to get back to North Carolina for personal reasons. She is willing to come as an Assistant, but with her current status, she would make an Outstanding choice for this store.
- With her addition, I would only take on Chris as a Trainee which is where he will be once he is completed with the class.
- I need a strong, competent, knowledgeable Assistant or Co-Manager who can assist me in getting the store operating per scorecard standards and to staff my Management team correctly and assign areas as needed. Then I can have accountability for all areas of the store.
- I have asked for requisitions to be opened by Tracey and she will not respond either favorably or unfavorably to my requests.
- This is my "Christmas season" and I need to have the proper coverage for the entire store including my Management team.
- I want all of my scorecards to improve and with the dedication from an individual such as Carla would enhance this tremendously.

Equipment opportunities

8/20/09

- Bike Tool Box (Harry) (We currently have a toolbox but will examine the need of having another toolbox)
- More 960 - Need more 960's and printer (very slow) (checked on this on our April facelift and was told we cannot add telzons)
- Fishing (printer) new printer (called on this and NCR came out and completed the repair)
- AC broken Stockroom James HVAC 1-252-314-4635 (These get repaired in our stockroom and offices at least 1/month. Have been told that our systems have age on them)
Called on 08/21/2009
- Telermate for accounting (has been ordered for over a month)
- Repeater issue (1) (checked on this many times, unable to add to our system)
- Pallet jack - hard wheels (Mills) (at this time we do not need pallet jacks but will order when becomes necessary)
- Forklift (Have put in for new forklift in 2007, was denied. Instead we received an old forklift from Elizabeth City)
- Want one more section of rollers (We just received new rollers during our facelift in April 2009)
- Walkie stacker (was recently totally serviced on 8/6/09, technician commented that lift found no problem with sag forward, Dougherty Equip. Co., Service call # 090805-0301)
- Broken head of bolts (Will be replaced immediately)
- Door on east side of vestibule (new doors on east side of vestibule have now been repaired twice, most recently within the past 30 days.)
- L carts and Rocket carts (we could probably use an additional 6 each)
- Buffer wire (throttle cable) (I will order from Va. Vacuum on 8/21/09)
Called 08/21/2009

June 26, 2009

To whom it may concern:

Tonight at approximately 17:00pm.
I lost power at the store. El called May
and let him know what was going on. He
asked me, to go to the front of the store to
check a breaker box. El told him it wasn't
working. He asked me, if El had pulled all
the customers & associates to the front of the
store. El replied, "yes sir." He said, "Okay
it can on my way back there, El am only
5 miles away." May came back to the store
and El had already had associates assigned
to the boxes and locked them. May came
inside where he started calling Eric Mkt.
Manager, Stark-Mkt. Food Merchandise, and
Lavana-Mkt AP Manager. He then called
me by phone to the Service Desk Area, later
he told me, "Tracy, The electric Company said
the outage is due to a circuit cut from a
workman. El will be (3) hours before we get

to sift the stores at this time." El then got Mr. May, Mrs. Raphael and Receiving Manager -
El then told them around and asked the customer
to please visit the store and we were sorry for
the inconvenience. "After everyone was out, May
gave the direction for the associates to take the
shopping carts and put the merchandise on the
~~shelves~~ shelves, while using flashlights to see.
He kept walking down every aisle to have
a visual on people. He had them filling the
Short Rack and zoning also. After (2) hours
at 11:00 p.m. the power came on. Assistant
Manager - Debbie and myself made sure
that all the registers were back on line
before we opened the doors for ~~our~~ our
customers. May then left the store. El
made sure Debbie was okay and ready
for business again and then El left at
11:30 p.m.

Assistant Manager,
Tracy W. Nellon

Aug 15, 2009

To whom it may concern:

On Friday 8-14-09, Asst. Mgr Debbie
Lane is to work at 8:00p.m. and she obviously
was in a very bad mood. She asked me, how
I was. I said, "Tired, it's been a long
stressful day." Debbie replied, "Oh don't go there
man. I wish everybody would
just mind their own f---ing business!"
I didn't say anything after that. Her Debbie
name said anything after that. She looked at
me like a mother fer her and she looked at
me. She replied, "That won't get done, or
done. I f--- this!" I said, "Let's
do this, f--- this and I am going home."
At 8:30p.m. and I am going home.
Then I left.

Asst. Mgr,
Tracy Helton

6/15/2009 7:33AM - emai,1 Forwarded From Max To Debbie
and Max was at Front of Store.

6/15/09 - 7:40am Max is at Subway &
Event Calendar & Birthday Greeting Printed at Lazer
Printer (Dept Mgrs) From his email. Teresa at the
Computer in her office.

11:45 - I walked into Mgrs Office To use computer to
send my schedule and found Max's Email's pulled up
on the screen. I turned around and walked out.
Teresa S. was at the CBL Unit & Sammy was on
the sales floor.

2:45 - Counts Being finalized By Sammy.

REMOVED FIXTURES DAMAGED

Deborah Gibson - dfgibso.s02000

From: Max Dutton - mrdutto.s02000
To: Deborah Gibson - dfgibso.s02000
Cc:
Subject: FW: Drug Screening Results
Attachments:

Sent: Mon 6/15/2009 7:33 AM

From: Drug Screening Results

Sent: Fri 6/12/2009 7:00 PM

Subject: Drug Screening Results

WAL-MART STORES INC.
IVR AND E-MAIL SYSTEMS

Drug Screening Results

PLEASE DIRECT THIS NOTE TO YOUR PERSONNEL MANAGER

"NEW" IMPORTANT INFORMATION

- * PLEASE SAVE ALL E-MAILED RESULTS (DO NOT PRINT OUT RESULTS).
- * RETAIN THE E-MAIL RESULTS IN A E-MAIL FILE FOR A PERIOD OF THREE MONTHS.
- * VERIFY DATE SAMPLE WAS COLLECTED.
MUST BE COLLECTED WITHIN 24 HOURS OR NO HIRE 1 YR. (NOTIFY APPLICANT).
- * If you have questions regarding your result, contact the
Drug Screening Department at (479)273-4365.
- * THIS RESULT WAS GENERATED BY AN AUTOMATED PROCESS SO PLEASE DO NOT
REPLY BACK TO THIS MESSAGE IN CASE OF ANY QUESTIONS.

"NOTIFY ALL MANAGERS"

*** "NEW" ALCOHOL REASONABLE SUSPICION PROCEDURES***

*** THE "NEW" LINK IS LOCATED-PD-16-DRUG AND ALCOHOL POLICY***

E-MAIL INSTRUCTIONS:

--Be sure and use your DOWN ARROW to scroll through the entire message
--as multiple results may be included.

Store Number : 2000
Division : 01
Chain of Custody : 6306271127
Last 5 digits of SSN : 84474
Date Sample was collected : Jun 11 09
Result : NEGATIVE - OK TO HIRE

Gift
Space

(H.A.S.)

CNN GIFT CARD RAFFLE

6-3-09	49.01
6-4-09	60.00
6-5-09	54.00
6-6-09	65.53
6-7-09	44.00
6-8-09	51.00
6-9-09	38.00
6-10-09	60.00
6-11-09	<u>37.00</u> <u>458.54</u>
6-13-09	44.90 503.44
6-14-09	-500.00
6-14-09	Shap Card 3.44 50.00 53.44

LNU GIFT CARD RAFFLE

6-3-09 49.01

6-4-09 49.01

6-6-09 65.53

6-7-09 44.00

6-8-09 51.00

6-9-09 36.00

6-10-09 66.00

6-11-09 37.00 458.54

6-13-09 44.90 503.44

6-14-09 -560.00
Shop Card 3.44

Walmart 
Save money. Live better.

WE SELL FOR LESS
MANAGER MAX DUTTON
(252) 261 - 6011
ST# 2000 OP# 00004138 TE# 93 TR# 06246
BASICBLUE GC 087458600849 500.00
SUBTOTAL 500.00
TOTAL 500.00
CASH TEND 500.00
CHANGE DUE 0.00

SHOP CARD ACTIVATION 500.00
ACCOUNT 6050431673965766
APPR. CODE = 144267
REF #0224485
Bal Tran Amt End Bal
0.00 500.00 500.00
06/14/09 12:04:40

TC# 3180 8034 6378 7888 2488



Find simple tips and earth-friendly
products at walmart.com/green
06/14/09 12:04:54

28

Then I became my friend to Mrs. Neil Bennett
(supra) because from it became obvious to me that
she was very suspicious of me. I told her that I
had trouble in identifying anyone except Mr.
Bennett because that she felt like I
like the most in this office. She said Mrs. Bennett
told her that is what Walmart files in Newark
Mrs. May asked her to do something on that
and she told her she didn't have the authority
to do so. He told her then she better do
it all the time. From then on I just knew
Neil Bennett would lay waste her on May 1st.
I asked her if she wanted me to say something
on her behalf so that she needed to go
to when she came from. That she was associated
with people she knew at the place she came from.
She had also been sent into stores to fix them up
her old business. She would break something
when she would talk to me that last moment.
She was afraid you would see it.

From my experience Mrs. Bennett get Neil Bennett
do his (or lack of other words) dirty work. I told her
on May 1st that she had to talk to her husband
about it. I told her a story. Example William Black
was my son-in-law. Mr. Had something go wrong
in his business and he had to come to me for help.

4/27/09

Max, Terese Shanefelter & Sammy

At around 12:40 I was on lunch and walking to the Courtesy Desk down Menswear action alley. Sammy was walking towards the C.Desk & turned back around & ~~were on~~ ^{was on} the phone in menswear. He handed the phone off to Max. I went to the C.Desk and made a purchase. Then went out to my car. Sammy was in front of me walking in the parking lot. He walked to Max's Hummer & got in & I saw Terese Shanefelter in the Back seat of the vehicle. About 15 mins later Diane Harris came to me and said she was at Giacomo's eating & Max, Sam. & Terese S. walked in together.

I pulled video and it is as follows:

12:40:01 - Sammy going towards courtesy desk & turns on
12:41:16 - Max walking towards Menswear
12:41:45 - Kim going to Courtesy Desk To make prints
12:44:50 - Max & Terese S. leaving Building Together
Shots E 5 & 9

2:38:26 - Max Drives up and Drops Terese & Sammy off at
Front Door by Drink machines By Courtesy Desk.

View video

4/27/09

2:40 - I heard Sammy on walkie telling Tracy he was back
2:40:21 - Max was on walkie talking about cart delivery
2:48 - ^{Phyllis} Paged on walkie for Teresa S. for Line 1 - Teresa S. said that
2:49 - Max on walkie about carts
2:50 - Max bringing in shopping carts
2:51 - Max entering store with line of carts

Max Dutton - mrdutto.s02000

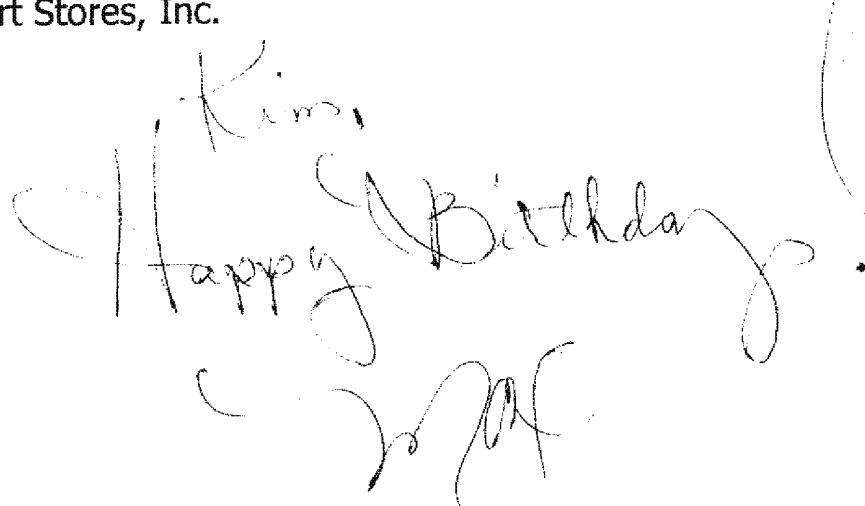
From: Eduardo Castro-Wright [mecastr@wal-mart.com] **Sent:** Thu 6/11/2009 11:15 PM
To: 02000-US-STORE MGR
Cc:
Subject: Happy Birthday
Attachments:

Store 2000 Manager,

A Birthday greeting has been sent to Kimberly A. Grant. Please take time today to wish them a Happy Birthday.

Wishing you the best,

Eduardo Castro-Wright
Vice Chairman, Wal-Mart Stores, Inc.



A handwritten note in black ink. At the top left, there is a small sketch of a face with two dots for eyes and a curved line for a mouth. To the right of the face, the word "Kim" is written in cursive. Below the face, the words "Happy Birthday" are written in a large, flowing cursive script. Underneath "Happy Birthday", there is a signature that appears to read "Eduardo Castro-Wright".

<https://webmail.wal-mart.com/exchange/mrdutto.s02000.us/Inbox/Happy%20Birthday.EML?Cmd...> 6/13/2009

6/13/09

② At around 8:15 am I was walking by the Manager's office & Max called me as I went by & I turned around & went into the office. Max said Congratulations. I said what for.

Max said don't act like you don't know I what do you mean.

He found a piece of paper on his Desk & handed it to me. It was A Birthday Message from Eduardo Castro-Wright. That Max had wrote him,

Happy Birthday!
Max
on IT.

I was in a good frame of mind one that I put myself in - I am not going to react to anything he might say, knowing him & being around him for past 15 yrs. I know he can make things appear to be different than they are. He was trying to get a reaction from me

I have seen Teresa L. Key in Mine & Metal Mgr.
Evaluation.

Teresa sits in on Conference calls & takes notes.
Teresa goes to yearly Christmas party Max holds for Mgmt & his
Teresa attends all Management Meetings & also Min-
tals ass't Mgrs. They can't attend conference call &
she does. And He meets with only her at MPC
as well. Teresa acts as a Co-Manager. She has
more say than any Ass't Mgr. She makes more
money than any Ass't Mgr. Max is quick to
step up and give as she says constructive criticism.
Very adamant about getting others fired for break
Company policy & yet she breaks policy often. Her
office is allowed to look like junk pile. The only
personal items I had in MPC office were ordered
Be thrown away while I was in Training for
MPC.

Max is on the phone & out of the store very often
for Commission work.

Linda H

CFT#	Account #	Reason	Amount	SAM'S ONLY	SAM'S ONLY	Paid Outs	Other Income	Received By:	Manager
110232 9002	Loan		3700.00					M. Freyndes	Rafael
110233 9091	Loan		1700.00					M. Freyndes	Rafael
110234 9023	Loan		4700.00					M. Freyndes	Rafael
110235 6866	Purchase of POS		15.00					M. Freyndes	Rafael
110236 6555	Trans		5.40					M. Freyndes	Rafael
110237 1061	left day register		2.94					M. Freyndes	Rafael
110238 10601	Recit for bicycle sales		266.9	Apart				M. Freyndes	Rafael
110239 1655	Cash back from kasse		53.44					M. Freyndes	Rafael
110255 5412	Pay staff		1.20						



WE ARE THE COOL MAMAS
CHOCOLATE CHIP COOKIES

December 14, 2008 at 8:00 AM
You can't imagine how cool it'll feel to have our first
chocolate chip cookie taste test. We'll be joined by the
coolest mommies in the world, and we'll be giving away
cool prizes to the coolest mommies.

REGISTER NOW AT www.momtastic.com OR VISIT OUR WEBSITE AT www.momtastic.com/mamas.

June 23, 2009

To Whom It May Concern:

Today Around 3:30p.m. to 4:30p.m.
I saw Jereva Shafelter in the Manager's
Office on the Computer, looking at and
answering e-mails for Mayor Cuttler. I
found it odd that when I tried to
enter the office, to get something out of
my filing Cabinet, the door was locked.
I had to use my key to get into the
office and that's when I saw Jereva
on the Computer.

Later on at Around 5:15p.m.
Assistant Manager Sammy Come over
the Walkie and Asked Jereva to Clear
out the letter to the President for
him. She Said, yes sir.

Assistant Manager
Tacy L. Helton

June 23, 2009

To whom it may concern:

On June 12, 2009 after el left the Managers office talking with the Mkt Team (Dawna, Tracy, & Eric) May approached me on the salesfloor and was questioning me: "Who they talking to now?" "Did they direct you about me, if el was mean?" el Said, "el don't know who they are with now sir." And "No sir." el Walked away. - But with Debbie Beavers to be sure she was alright for the night and then left the store to start my vacation. While on vacation, el recalled a conversation el had with Fred Stanfeller on Friday June 12th when el saw her crying. She told me, "el probably will loose my job today." el asked me, "Why?" She said, "el told them the truth about everything, but one thing and el lied." "They Don't no's laugh." el just walked away.

Assistant Manager,
Tracy Helton

故山猶有舊題詩，急雨來時不自由。
知是遠公題壁處，偶因風雨得題留。

DISCUSSIONS
PREFACE

Baldwin, Ed, 21239
Bonne Telephone, (203) 453-8374
North Telephone, (203) 453-8374

Consequently, the number of individuals in each age class is proportional to the number of individuals in the corresponding age class in the population.

CONCLUDING BY
SAYING TO THE
CUSTOMER THAT
WE WOULD BE
HAPPY TO TAKE
THEIR FURTHER
INQUIRIES AND
OFFER THEM THE
SUGGESTED ADVICE
STATED ABOVE.

卷之三

THE JOURNAL OF CLIMATE VOL. 17, NO. 10, OCTOBER 2004

October 5, 1945
Dear Mr. and Mrs. Clegg,
I am writing to you to tell you, of course, the person he paid
isn't the best. The man who helped him out of course, the person he paid
isn't the best. In the first appearance last Friday for assistance to the
fire department, the husband waited 30 minutes for someone to show up to
help him. Nobody showed up until 30 minutes after his husband left. This is
not to him. Nobody showed up until 30 minutes after his husband left. This is
not to him. Nobody showed up until 30 minutes after his husband left. This is
not to him. We have attempted to help people in your store and it is difficult
to do so. One old saying, "We have as we come." In my opinion, just the
opposite would happen if we knew how your customers were treated.

卷之三

A hand-drawn sketch of a star-like shape with several radiating lines.

Sister when do
Office Assessors
Have option to

Case 4:11-cv-00094-BO Document 97-19 Filed 08/28/13 Page 56 of 98

Confidential

5400 North Croatan Highway
Kitty Hawk, NC 27949
October 23, 2006

Clayton Crosby
Regional Vice President
Region 48
501 S.W. 8th Street
Bentonville, AR 72716

Gregg May
Market Manager
Market 486
210 Greenville Blvd.
Greenville, NC 27834

Dear Clayton and Gregg:

In reference to my recent election as Dare County Commissioner and the telephone calls that you have received and I am sorry for these calls, I would like to offer the following information. I have been approached for over ten years to run as commissioner and have not accepted these invitations. Prior to entering into the May 2, 2006 primary and after speaking with Gregg, I called the Legal Department at corporate and they were more than enthusiastic about my participation in this community. They encouraged me to run and become an active citizen servant of the people. I ran in the primary and was supported by my constituents by being elected as Commissioner for the 2nd district. Since I won in this election I am on the November 7th general election, running unopposed. As with every task I face, I plan to address the concerns of the people of this county. But let me make one thing perfectly clear. I will never put the responsibilities of the operation of this store secondary to the business of Dare County. If ever that happens, I will remove myself as Dare County Commissioner. This job as commissioner is a thankless job. In no way will Wal-Mart nor this job Ever be compromised or benefit from the business of Dare County. If an issue should arise involving Wal-Mart, I will remove myself from that discussion. I would need to attend meeting on the first and third Mondays of each month. Also, there could be various boards that I could be appointed to, but I believe these would be evening meetings.

Since there seems to be some concern about my ability to serve and operate this store effectively, I would like to know that I have your endorsement and support. If you feel that this would not be advantageous for me to serve as county commissioner, I will scribe my letter of resignation to the citizens of Dare County per your instructions. I would respect your decision and abide by it. I am first the manager of this store and second Dare County Commissioner. Because of the concerns expressed recently, I am offering to you both my commitment to be the manager at store #2000. I am also

extending to you the offer of resigning my position as Dare County Commissioner.
I will await your response concerning this matter.

Respectfully,

Max Dutton
Manager
Store #2000
Kitty Hawk, NC

5400 North Croatan Highway
Kitty Hawk, NC 27949
October 23, 2006

Clayton Crosby
Regional Vice President
Region 48
501 S.W. 8th Street
Bentonville, AR 72716

Gregg May
Market Manager
Market 486
210 Greenville Blvd.
Greenville, NC 27834

Dear Clayton and Gregg,

The purpose of this letter is to affirm that in no way will my civil service position as Dare County Commissioner interfere with my foremost position as the manager of Kitty Hawk Wal-Mart store. If you should wish to discuss this further, please contact me at your convenience. You can reach me the store at (252) 261-6011 or on my cell phone (252) 202-5125. I can also be reached at home at (252) 441-5119.

Sincerely,

Max Dutton
Manager
Store #2000
Kitty Hawk, NC

- Kitchen in middle and accessible to both rooms
- Dining area and Multi-purpose room
- Multi purpose - dressing rooms for men and ladies
- Movable walls/sound-proof walls
- Room or office with shower/bathroom for Fitness Coordinator
- Additional bathroom for handicapped seniors with walkers - this needs to be close to wellness
- Should there be locker rooms?
- Separate shower and restroom for staff
- Restroom for public like entrance by wellness
- Covered entrance (quick access)
- Food delivery/easy access
- Square footage of kitchen (now 391 sq. ft. larger?) Baum center kitchen 490 sq. ft.
- Badminton can it be done in Activity room?
- How high are the ceilings?
- Multi purpose room (can we have outside lighting,, ex: sky lights)
- Move bathrooms (not walk as far)
- Private exam room
- Lobby - greeters (office our front to greet people, security)
- Outside seating/decking/patio/walking trail, gazebo's
- Transportation/vehicle?
- Polling space (voting) election
- Dressing rooms (productions)
- Janitor closet

Sent: Sat 8/1/2009 12:37 PM

From: Kimberly Grant - kagrant.s02000
To: Kimberly Grant - kagrant.s02000
Cc:
Subject: R/B
Attachments:

FOR RED BOOK

ON 8/21/2009
AT AROUND 7:15AM

I WAS IN THE MANAGERS OFFICE WITH DEBBIE BEAVERS AND ASST MGR. CHRIS WEATHERINGTON. WE WERE COVERING WHAT WENT ON THAT NIGHT AND WHAT WE NEED TO DO AND WATCH ECT. I ASKED DEBBIE HOW TINA'S JOB PERFORMANCE WAS SINCE HER INCIDENT. DEBBIE SAID THAT TINA'S HAD SEEMED OK. DEBBIE INFORMED ME THAT THERE WERE RUMORS THAT TINA HAD BEEN TO A PHYSICIAN ON HER OWN. SHE MADE NEGATIVE COMMENTS ON THAT FACT, AS SHE HAD IN LENGTH AT THE TIME THE INCIDENT FIRST HAPPENED. THIS WAS SUSPICIOUS TO ME BECAUSE DEBBIE RECENTLY TOLD ME THAT A FEW ASSOCIATES, TINA INCLUDED. WERE TRYING TO GET HER FIRED.

DURING THE SAME CONVERSATION, DEBBIE TOLD CHRIS AND I THAT SHE AND LAURIE HAD BINNED ALL THE DEPT 2, 46 AND 40 MDSE. I THOUGHT IT WAS ODD THAT SHE DIDNT MENTION HAVING PERSONALLY WORKED WITH ANY OTHER ASSOCIATE. SHE SAID THAT SHE DIDNT HAVE ANYONE TO WORK, I DONT RECALL THE DEPT NUMBERS SHE NAMED OFF,

I THEN ASKED HER A FEW MINUTES LATER ABOUT LAURIE'S JOB PERFORMANCE. DEBBIE SAID THAT LAURIE DOES EVERYTHING SHE ASKS OF HER AND WHAT HER LIMITATIONS ALLOW HER AND THAT SHE DOES HER WORK FASTER THAN SOME THAT HAVE NO LIMITATIONS. WE DISCUSSED THAT LAURIE HAD ASKED ME A FEW MINS BEFORE THIS CONVERSATION IF I HAD HEARD FROM CMI, AND I SAID NO. THEY DIDNT CALL YOU? LAURIE SAID NO. I TOLD LAURIE I WOULD TRY AND CALL AGAIN THIS WEEK. I TOLD DEBBIE I THOUGHT THEY HAD CLOSED OUT THAT CASE. DEBBIE SAID IT WAS STILL SHOWING OPEN IN THE SYSTEM HOW CAN THEY CLOSE IT OUT, IF SHE HAS A LAWYER? I SAID SHE DOES? I DIDNT KNOW THAT. DEBBIE SAID I THOUGHT YOU TOLD ME THAT. DEBBIE SAID THAT CMI SHOULD CONTACT LAURIE. I SAID WELL SHE HAS TALKED TO CMI IN THE PAST AND BITCHED AT THEM TO THE POINT THEY MAY NOT TALK TO HER. ALL I KNOW IS I CALLED CMI LAST WEEK WHEN LAURIE ASKED ME TO AND LEFT MESSAGE FOR THEM TO CONTACT ME OR LAURIE AND GAVE THEM HER PHONE NUMBER. AND I HAVE NOT HEARD ANYTHING.

KIMBELRY GRANT
APC STORE 2000

Kimberly Grant - kagrant.s02000

To... TRACEY BATTLE

Cc...

Bcc...

Subject: FYI

Attachments:

IN REGARDS TO THE SITUATION ON OVERNIGHTS I SPOKE TO YOU ABOUT -----ASST MGR INTIMATE INVOLVEMENT WITH ASSOCIATE AND ALSO FAVORITISM ECT.

I HAVE ONE STATEMENT FROM AN OVERNIGHT ASSOCIATE AS OF TODAY. (THIS ASSOCIATE DID SAY THAT THEY DID NOT WANT ME TO GIVE THEIR STATEMENT TO MAX THEY WOULD PREFER I GAVE IT TO YOU. THEY ARE AFRAID OF RETALIATION) DO YOU WANT IT SCAN SENT TO YOU? AND ONE STATEMENT ON THE WAY FROM ANOTHER. I HAVE ALSO BASED ON INFO FROM SEVERAL ASSOCIATES INCLUDING A MEMBER OF MANAGEMENT INSTALLED A CAMERA IN A LOCATION WHERE SUCH INVOLVEMENT HAS BEEN WITNESSED. ASST MGR MAY CATCH ON IF THEY VIEW MY CCTV MONITOR.....HOPING TO CATCH IT THIS WAY.

ASST MGR SAMMY TOLD ME THAT DEBBIE WAS SCROLLING THROUGH SOME PIC ON HER CELL PHONE AND THERE WAS ONE OF ASSOCIATES CINDY, LAURIE, LAURIE'S DAUGHTER AND DEBBIE BEAVERS AT THE BEACH TOGETHER.

ASST MGR CLAY SAID THAT ASSOCIATES HAVE BEEN COMING TO HIM AND TELLING HIM ABOUT SEEING LAURIE AND DEBBIE IN THE PHARMACY BIN IN NOT PROFESSIONAL POSTIONS.....

I WAS TOLD THAT ASSOCIATES HAVE SEEN LAURIE AND DEBBIE WALKING IN THE BACKROOM HOLDING HANDS, KISSING, LEANING AGAINST ONE ANOTHER.

ASSOCIATES ON OVERNIGHT CREW DO NOT HAVE RESPECT FOR DEBBIE AT THIS TIME AND DO NOT FEEL COMFORTABLE WORKING UNDER HER. THEY FEEL SHE IS A BAD EXAMPLE AND IT IS SHOWING IN THEIR WORK.

*KIMBERLY GRANT
APC STORE #2000
KITTY HAWK, NC*

ON 8/21/2009
AT AROUND 7:15AM

I WAS IN THE MANAGERS OFFICE WITH DEBBIE BEAVERS AND ASST MGR. CHRIS WEATHERINGTON. WE WERE COVERING WHAT WENT ON THAT NIGHT AND WHAT WE NEED TO DO AND WATCH ECT. I ASKED DEBBIE HOW TINA'S JOB PERFORMANCE WAS SINCE HER INCIDENT. DEBBIE SAID THAT TINA'S HAD SEEMED OK. DEBBIE INFORMED ME THAT THERE WERE RUMORS THAT TINA HAD BEEN TO A PHYSICIAN ON HER OWN. SHE MADE NEGATIVE COMMENTS ON THAT FACT, AS SHE HAD IN LENGTH AT THE TIME THE INCIDENT FIRST HAPPENED. THIS WAS SUSPICIOUS TO ME BECAUSE DEBBIE RECENTLY TOLD ME THAT A FEW ASSOCIATES, TINA INCLUDED, WERE TRYING TO GET HER FIRED.

DURING THE SAME CONVERSATION, DEBBIE TOLD CHRIS AND I THAT SHE AND LAURIE HAD BINNED ALL THE DEPT 2, 46 AND 40 MDSE. I THOUGHT IT WAS ODD THAT SHE DIDNT MENTION HAVING PERSONALLY WORKED WITH ANY OTHER ASSOCIATE. SHE SAID THAT SHE DIDNT HAVE ANYONE TO WORK , I DONT RECALL THE DEPT NUMBERS SHE NAMED OFF,

I THEN ASKED HER A FEW MINUTES LATER ABOUT LAURIE'S JOB PERFORMANCE. DEBBIE SAID THAT LAURIE DOES EVERYTHING SHE ASKS OF HER AND WHAT HER LIMITATIONS ALLOW HER AND THAT SHE DOES HER WORK FASTER THAN SOME THAT HAVE NO LIMITATIONS. WE DISCUSSED THAT LAURIE HAD ASKED ME A FEW MINS BEFORE THIS CONVERSATION IF I HAD HEARD FROM CMI, AND I SAID NO. THEY DIDNT CALL YOU? LAURIE SAID NO. I TOLD LAURIE I WOULD TRY AND CALL AGAIN THIS WEEK. I TOLD DEBBIE I THOUGHT THEY HAD CLOSED OUT THAT CASE. DEBBIE SAID IT WAS STILL SHOWING OPEN IN THE SYSTEM HOW CAN THEY CLOSE IT OUT, IF SHE HAS A LAWYER? I SAID SHE DOES? I DIDNT KNOW THAT. DEBBIE SAID I THOUGHT YOU TOLD ME THAT. DEBBIE SAID THAT CMI SHOULD CONTACT LAURIE. I SAID WELL SHE HAS TALKED TO CMI IN THE PAST AND BITCHED AT THEM TO THE POINT THEY MAY NOT TALK TO HER. ALL I KNOW IS I CALLED CMI LAST WEEK WHEN LAURIE ASKED ME TO AND LEFT MESSAGE FOR THEM TO CONTACT ME OR LAURIE AND GAVE THEM HER PHONE NUMBER. AND I HAVE NOT HEARD ANYTHING.

KIMBERLY GRANT
APC STORE 2000

Emergency matters

This is a statement of things I have seen and heard about in St. Paul 2000-
These are some situations I've seen myself involving an employee of a night
club and an associate I know of earlier
employees but I do not recall the
dates and times. June 25th Debbie
Dobie is on one of her evenings off
to dance & will cut for half a lot
of night. Debbie and I are doing our
jobs in Recovery. I. White Devere is as
lively and boisterous as debts 2,40,000.00
OKAY (the debts they are working). Clay
Wright has picks for debt 2 and goes
over to her dept. while Debbie and
Lorraine work side by side doing 40,
and 40 shifts and process to the
Debtors office. Debbie made it known
she was leaving by 2am (lunchtime).
Lorraine came along to ask if she
could walk with Debbie because her body
wasn't all over but just a few min.
She asked first I said her driving
a ladder for the finishing off getting
in car out class hotel over no to
pay at her help for the night she
rarely left the phone. Her and Debbie work
process together till about 1:30 am
I believe and Devere leaves. Lorraine
has just left and clay to 10pm if
she (married) could go home again.
Clay said no so you leave it to

in in her excuse. Laurie said
THAT'S FINE want to the C.R.A.P.
room got her things cleaned out
and was not 10-15 mins after
Debbie That has happened on more
than one occasion. June 11th I
saw, Aaron Debbie and Laurie do
up, and its picks together. They work
the bins together, bring over stock
back together and hang out in the
45 bins together while they were doing
this. Every night that Laurie is
at work Debbie will work side
by side with her. Doing picks
locking the doors and bringing over
stock back together. There have been
more than a few nights when
I was the only one locking the
door room and Debbie says we have
a lot of work to do in the break
room do what you can and then goes
to help Laurie work 40 and 46.
They ~~will~~ always do 40, 46 and
sometimes 2 picks together if one
finishes early that one goes and
works in the bin with the other
until she is finished. There has
been a couple nights when
they were doing PICKS in #40
and 46 bin together and I
did ~~not~~ hear any belling or clicking
of the timer or any merchandise.

comes thrown into the basket for
work. At min. Cindy, Debbie and
Laurie have all confided the whole
situation to one particular associate
who is no longer on nights but
now works on shift. The whole
situation is affecting the morale
of the entire 3rd shift. There are
more associates including myself
that do not want to work with
either Debbie or Laurie on nights
that they both work you can never
find them more than 3 ft from
each other myself and other
associates have seen them coming
out of the restroom together. John
Santos is the associates from
lunch together more than one
associate has told me they have seen
Debbie and Laurie rubbing against
each other in the bins. Also Paul
told me about something Debbie took
to him personally Paul and George
was working together on night with
Debbie called them both to get her
coffee and Paul said to Debbie
you should tell me what it is
exactly you want me to do because
I still have Candy to work. Paul
said George LOVED your ass. So he said
then she Debbie says fuck you Paul
and said no thank you. Debbie >

unplanned. Paul said at least you didn't say what Laurie says. So Paul asked what does Laurie say? ~~Debbie~~ Debbie replied Laurie says nothing and when? Paul then asked Debbie what do you say to larvae then? Debbie said that you tell her when I can not see saying one what has noticed the complete turn around Debbie's work ethic and motivation towards the whole store has taken. And she is only focused on working at the beauty bar Pharmacy.

Tony 25th 3:20 am Debbie and Laurie came again bring their out stock back to C and walk together into the office and shut the door for about 15 mins and do it again about 30 mins later with cosmetics out stock and go into the office again with the door closed. There is a lot more I think do not have times off Clinton for. I am sure some other associates do. Some that do not even on 3rd shift. I feel that Debbie is being very unprofessional and not showing one good example of leadership. I am also positive that I am →

not the only associate that
sees it that way. There have
also been ~~occasions~~ occasions when
she has been talking to Associates
about other associates as far as
possibly. If this is our best
for 3rd shift I personally would
like to be moved to a different
shift. I do not want to have
to switch two or three longer.
It is like late night at
warmest store 2000. It is not
a good example for myself at all.
Often Debbie and Vickie talk
come into work on the same
night with 3 or 4 Hickey's on both
of their neck. That is very
unprofessional and I do not feel that
Debbie is paying any focus on
what's going on in the store
at nights. ~~that~~ She is only focused
on Vickie's wants and needs.
And I do not feel that it is
fair to me or any one else on
the 3rd shift to have to work, clean,
see, come home about this all week
long at work. It is completely
unprofessional and unfair.

7/30 - 8/01

- Cindy & Laurie late
Cindy's half was fed and looked very ugly
when she came in.
- Debbie and Laurie did picks for 2,400.40
together.
- 10:26 pm cosmetics bin together till Debbie
~~says~~ goes to lock garden center door.
10:57 pm.
- 11:08 pm Debbie comes back to the bins,
and her and Laurie go to the pharmacy
bin together.
- 5:00 am Debbie and Laurie come out
right to get us in from lunch.
- 3:43 am both Debbie and Laurie bring
back the pharmacy ones stock back
and go into one of the bins by the
pharmacy bin together.
- 5:00 am on break Cindy, Debbie, and
Debbie after talking around, and Cindy
told ~~about~~ about Laurie being a
tramp. ~~she~~ Debbie says Oh Don't
say that. Cindy laughs and
Laurie's face turns red, and all 3
of them laugh about it.
- 6:40 am Debbie and Laurie bring back
1/2 of cosmetics back together, then
go to the office together.
- They have worked together all night
and once again have not been more than 5' apart.

Tamara talks about associates to other associates when anyone go in to the office she brings the information to the floor, then it turns to gossip. She knows better!

Example #1 Janet went in the office to talk to Debbie. She thought it didn't look good what Jennifer was sitting on the computer desk right in front of clay it gives an wrong impression to someone passing by. cause we "3rd" shift just went through some other things with an other assistant manager.

Debbie had fingers word Janet had said about her in the office which caused Janet to back off between the two on fueled gossip at the place. after a month or two things were worked out between everybody can seen knew what the problem was it was Debbie. so much for open door.

Example #2 Debbie or mills would go in to the office for long periods of time from 15 min to sometimes almost an hour. this one night Debbie is crying in crying, well he comes out on tells people they was mean to her! who cares this should be on the floor not in the office.

Debbie would let mills on the computer in the office for long periods of time, she even flagged down he could go in an for find anything personal records on put on cache in

in their files. I thought that concern
tip off Clay an Clay assured me he
didn't ~~use~~ have the passwords or
anything he do that. But I told Clay
Debbie lets miss in that Office all
the time has do he was Debbie didn't
check him Clay said I know.

Example #3 Webbe picks her
measures to little Clay, she will say
something like "I don't know what Clay
did last night" or clay isn't doing his
job in the task manager you need to
remind him, or I don't know what clay
causes himself doing. An what she say
is to put him down. If she comes in
an don't like what she see she will start
the meeting off as do say its all clay's
fault.

Example #3 Debbie told two
associates she wasn't going to give
Clay an interview cause she thought he
wasn't ready an there was no need for
it. One associate went an told Sue
nonetheless to say what sparked off
Jenpus. Finally it got back to Debbie
Sue had found out so she called
the other associate into the office an
it was a male associate she called
into the office without the company
of anyone! Debbie came out with
tears in her eyes. Jenpus ran high
for awhile due to what she had said

Example #5 Debbie an Jennifer were standing at the vending counter laughing or whispering ~~to~~ for a good while I would say more than 10 minutes or every once in a while they would look over my way. On the 10th another night with the hostile attitude when they were done Debbie passed by me on "paid" if they think I'm a better then I will be Mr. An said I failed to make her point I knew her words was towards me but Jennifer broke her neck to make me believe it ~~wasn't~~ wasn't. I had to leave earlier Debbie was acting like one. So Jennifer tried playing it off as they were talking about me but I told her Debbie I should've been talking to you about me, you are not the best friend I need. Kate Debbie failed me in her office on ^{the} 10th ~~the~~ Nasty as she could be and you got something to say to me I paid her off left the office since that night Debbie has never said that tone to me again. I know they were talking about me I couldn't shake it cause they had paid up on paid it was about mills

Bubbles favorite on the shift is August
but now fat as I like to call her is
January, this is what I have seen!!

Bubbles on January in the Pharmacy will
in what I would call an unprofessional
way. January was leaning over on Debbie
but Dick touching close, ("not with her
hand") but her breast on Debbie ~~had~~ ^{had} laying
over her, it was already midday
now. Pending the time, when they
finished me they moved apart but to
late & I saw them. Yes I did tell
it. I told Clay on January what I
saw. Other times I would go
up front on they "Bubble on January"
counts in out side, or in the office
or they always have to do Dick's
to you, Debbie works side by side
with January in Pharmacy in cosmetics.
The most popular place is the
bath. If you need Debbie on bath
and go to the bus or January
that is what people are saying.

There is just no respect for
Debbie as an assistant, she comes
to work with pickles wrapped around
her neck. Associates joke her about
it on she just takes it. ~~she does~~
Something you do at home need to
Stay at home.

She made a statement one night what
she do is her private time is now -
over business, another associate says
that this but you wear needs to
work. There are nips & white
gowns in dr. Pharmacy with Dr. Hill
there are associates playing soccer
do not caring of or what they do
but don't let it wrong comes 5:45 AM
there work is done but they could be
been done at least a hour before
or gone to another Dept



8/3/09

To whom else may concern:

On Sat 8/1/09 Assistant Manager Debbie told me, that Natalia needed to stop working in foods and work in H&H on nights & weekends like she was hired in for. El told Debbie, that she needed to talk to Assistant manager - Pharmacy, because he was the one charging her (Natalia) schedule. Debbie stated, "Well it took Laurie & myself over an hour to zone H&H last night." The next morning when El came in, Debbie told me that Laurie had binned all the freight from the O.S. buggies from both H&H & Pharmacy. But couldn't get the silver Cart, due to lack of time. Natalia who El was in Receiving "H" talking to Assistant Manager - Clay, Debbie came up to us and said, "Laurie & El got all the O.S. Carts for H&H & Pharmacy binned. But we didn't get the Silver Cart." Then she walked off, got her purse and left the store.

Also on Saturday morning, when El came into work at 6:45 Am. El walked into the managers office. Assistant Manager Debbie (El's wife)

2 Associates from 3rd Shift - these
Associates were Lanie & Cindy.

Asst. Mgr.
Tracy Heeton

ON 8/21/2009

AT AROUND 7:15AM

I WAS IN THE MANAGERS OFFICE WITH DEBBIE BEAVERS AND ASST MGR. CHRIS WEATHERINGTON. WE WERE COVERING WHAT WENT ON THAT NIGHT AND WHAT WE NEED TO DO AND WATCH ECT. I ASKED DEBBIE HOW TINA'S JOB PERFORMANCE WAS SINCE HER INCIDENT. DEBBIE SAID THAT TINA'S HAD SEEMED OK. DEBBIE INFORMED ME THAT THERE WERE RUMORS THAT TINA HAD BEEN TO A PHYSICIAN ON HER OWN. SHE MADE NEGATIVE COMMENTS ON THAT FACT, AS SHE HAD IN LENGTH AT THE TIME THE INCIDENT FIRST HAPPENED. THIS WAS SUSPICIOUS TO ME BECAUSE DEBBIE RECENTLY TOLD ME THAT A FEW ASSOCIATES, TINA INCLUDED, WERE TRYING TO GET HER FIRED.

DURING THE SAME CONVERSATION, DEBBIE TOLD CHRIS AND I THAT SHE AND LAURIE HAD BINNED ALL THE DEPT 2, 46 AND 40 MDSE. I THOUGHT IT WAS ODD THAT SHE DIDNT MENTION HAVING PERSONALLY WORKED WITH ANY OTHER ASSOCIATE. SHE SAID THAT SHE DIDNT HAVE ANYONE TO WORK, I DONT RECALL THE DEPT NUMBERS SHE NAMED OFF,

I THEN ASKED HER A FEW MINUTES LATER ABOUT LAURIE'S JOB PERFORMANCE. DEBBIE SAID THAT LAURIE DOES EVERYTHING SHE ASKS OF HER AND WHAT HER LIMITATIONS ALLOW HER AND THAT SHE DOES HER WORK FASTER THAN SOME THAT HAVE NO LIMITATIONS. WE DISCUSSED THAT LAURIE HAD ASKED ME A FEW MINS WEEK. I TOLD DEBBIE I THOUGHT THEY HAD CLOSED OUT THAT CASE. DEBBIE SAID IT WAS STILL SHOWING OPEN IN THE SYSTEM HOW CAN THEY CLOSE IT OUT, IF SHE HAS A LAWYER? I SAID SHE DOES? I DIDNT KNOW THAT. DEBBIE SAID I THOUGHT YOU TOLD ME THAT. DEBBIE SAID THAT CMI SHOULD CONTACT LAURIE. I SAID WELL SHE HAS TALKED TO CMI IN THE PAST AND BITCHED AT THEM TO THE POINT THEY MAY NOT TALK TO HER. ALL I KNOW IS I CALLED CMI LAST WEEK WHEN LAURIE ASKED ME TO AND LEFT MESSAGE FOR THEM TO CONTACT ME OR LAURIE AND GAVE THEM HER PHONE NUMBER. AND I HAVE NOT HEARD ANYTHING.

KIMBELRY GRANT
APC STORE 2000

Briagay Anderson.

This is a statement of things I have seen and heard about in Store 2000. These are some situations I've seen myself involving an employee of store 2000 and also an associate. I know of earlier situations but I do not recall the details and times. June 21st Debbie Clegg is on the phone was vacationing
in Canada to help out for half of the night. Jennifer and I were doing our work in receiving C. while Debbie was
citing what we're do debts 2,40,000.00
nights (the debts they are working), Cindy
finished her picks for debt 2 and goes
out to her debt while Debbie and
Laurie work side by side doing LC,
and LC picks and proceed to the
nights store. Debbie made it known
she was leaving by 2 in (earlier time).
Laurie came clay to ask if she
would want coffee because her body
was in over heat just a few hours
after before that I saw her climbing
a ladder for the pharmering 610 getting
a book out Clay tells her no so
Debbie goes help for the night she
finishes up the phone. Her and Debbie make
coffee together till about 1:30 am
I believe and Debbie leaves. Laurie
and Jennifer call Clay to ask if
she (Jennifer) could go home again.
Clay said NO is you leave it →

will be ~~you~~ excused. Laurie said
THAT'S FINE went to the break
room got her things packed out
and less than 10-15 mins after
Debbie That has happened on another
than one occasion. Just 11th I
noticed again Debbie was unable do
it, and we picks together. Then we'll
the shirts together, bring out stock
back together and hang out in the
bin bins together while they were doing
picks. Every night that Laurie is
at work Debbie will work side
by side with her. Doing picks
wiffling the shirts and bringing over
stock back together. There have been
more than a few nights when
I was the only one working the
other room and Debbie says we have
a lot of work to do in the back
room do what you can until there gets
to help Lauries work 40 and 45%
They often always do 40, 40 and
sometimes I picks together if one
finishes early that one goes and
leaves in the bin with the other
until she is finished. There has
been a couple nights when
they were doing picks in a shirt
bin and 40 bin together and I
do not wear any belting or clicking
in the taken not are merchandise >>

being thrown into the basket for
over 15 mins. Cindy, Debbie, and
Laurie have all confided the whole
situation to one particular associate
who is no longer on nights but
now works in shift. The whole
situation is affecting the moral
of the entire shift. There are
many associates including myself
that do not want to work with
either Debbie or Laurie. On nights
that they both work you can never
find them more than 3 ft from
each other. myself and other
associates have seen them coming
out of the restroom together, going
outside to let associates in from
inside together more than one
associate has told me they have seen
Debbie and Laurie rubbing against
each other in the bins. Also Paul
tells me about something Debbie said
to him personally. Paul and Georgey
were working together on night and
Debbie called them both to gather
involve and pull out to Debbie.
You should tell me what it is
exactly you want me to do because
I still have Cindy to work. Debbie
said Georgey cover your balls so he did
but she Debbie says fuck you Paul.
Paul said NO thank you. Debbie ??

Laurie and said at least you
don't say what Laurie says.
So Paul asked what does Laurie
say? ~~Debbie replied~~ Laurie says
what and when? Paul then asked
Debbie what do you say to
Laurie then? Debbie said that
she tells her when I am not
the only one that has noticed
the complete turn around Debbie's
work ethic and motivation towards
the whole store has taken. And
now is only focused on working
with Laurie and Pharmacy.

July 25th 3:20 pm Debbie and
Laurie will again bring their
own stock back to P and walk
together into the office and
shift the deer for about 15
mins who do it again about
30 mins later with cosmetics
own stock and go into the
office again with the deer
closed. There is a lot more
I just do not have time
to start for I am sure some
other associates do. Some that
are not even on 3rd shift.
I feel that Debbie is being very
un professional and not showing
one good example of leadership.
I am also positive that I am →

not the only associate that
sees that way. There have
also been ~~occasions~~ occasions when
she has been talking to Associates
about other associates as far as
grossing. If this is our business
~~at~~ 3rd shift I personally would
like to be moved to a different
shift. I do not want to have
to watch this go on any longer.
It is like date night at
Walmart store 2000. It is not
a good example for mgmt at all.
Both Debbie and Laurie have
come into work on the same
night with 3 or 4 hickey's on both
of their neck. That is very
unprofessional and I do not feel that
Debbie is paying any attention to
what's going on in the store
at nights. ~~She~~ She is only focused
on Laurie's wants and needs.
And I do not feel that it is
fair to me or any one else on
the 3rd shift to have to work, deal
with, and hear about this all week
long at work. It is completely
unprofessional and unfair.

7/30 - 8/6

- Cindy & Laurie late
Laurie's face was red and looked teary eyed
when she came in.
- Debbie and Laurie did picks for 2,400.00
together.
10:26 pm cosmetics bin together till Debbie
~~says~~ goes to lock garden center door at
10:57 pm.
- 11:08 pm Debbie comes back to the bins,
and Her and Laurie go to the pharmacy
bin together.
- 11:30 am Debbie and Laurie come out
front to let us in from lunch
- 3:43 pm Both Debbie and Laurie bring
back the pharmacy over stock back
and go into one of the bins by the
pharmacy bin together.
- 5:00 am on Stock Cindy, Debbie, and
Debbie are talking around, and Cindy
comes ~~about~~ about about Laurie being a
tease. ~~she~~ Debbie says oh Don't
go there. Cindy ~~she~~ laughs and
Laurie's face turns red, and all 3
of them laugh about it.
- 6:40 am Debbie and Laurie bring back
1 case of cosmetics back together, then
go to the office together.
- They have worked together all night
and once again have not been more than 3 ft apart.

"Debbie talks about associates to other associates when anyone go in to the office she bangs the information to the floor, then it turns to gossip. She knows better."

Example #1 Janet went in the office to talk to Debbie and thought it didn't look good what Anna Lee was sitting on the computer desk right in front of clay it gave the wrong impression to someone passing by. cause we "3rd" shift just went through some other things with an other assistant manager.

Debbie told Janice and Janet had said about her in the office which caused Anna Lee to have a lecture between the two on fueled gossip, on the floor after a noon in two things were worked out between us. One we both knew while the problem was it was Debbie so much for open door.

Example #2 Debbie at milo would go in to the office for long periods of time from 15 min to some times almost an hour. This one night Debbie is crying in crying, well he comes out an tells people they was mean to her! who care she should be on the floor not in the office

Debbie would let milo or the computer in the office for long periods of time, he even flagged down the could go in an for find anything you wanted records and put them in

in their files, I thought that concern
up to clay an clay assured me in
that ~~he~~ he has the passbooks or
options to do what. But I told clay
debbie lets mills in that office all
the time has do he know debbie didn't
bring him. Clay said I know.

Example #3 Debbie picks her
meetings to belittle clay, she will say
something like "I don't know what clay
did last night" or clay isn't doing his
job in the task manager you'll need to
remind him. or I don't know what clay
does himself doing. An associate the day
is to put him down. If she comes in
an don't like what she see she will start
the meeting off to do day its all clay's
fault.

Example #4 Debbie told two
associates she wasn't going to give
clay an interview cause she thought he
wasn't ready an their was no need for
it. One associate went an told Greg
needless to say that sparked off
tempero. Finally it got back to debbie
Greg had found out so she called
the other associate into the office an
it was a male associate she called
into the office without the company
of know one! Debbie come out with
tears in her eyes. Tempero ran high
you can't due to what she had said

Example #5 Debbie on Jennifer
being standing at the faculty counter
laughing or whispering ~~to~~ for a good
which I could say more than 10 minutes
or more once in a while they would
look off my way. I'm like 'Lord'
another night with his hostile attitude.
when they were done debbie passed
by me and said "if they think I'm a
bitch then I will be the. an grab
a pillow to make her point I knew
her words were towards me but because
I took her neck to make me better it
~~wasn't~~ wasn't. I had to leave earlier
Debbie was acting like this. So Jennifer
told players at ~~the~~ as they were talking
about mills but I told her Debbie
shouldn't been talking to you about
anyone you are not her equal because
I agreed. Katie Debbie pulled me in
her office on ^{3rd} ~~the~~ Nasty as the ~~the~~ could
she said you got something to pay to
me I paid her on ~~the~~ left the office
Since that night Debbie has never
used that tone to me again. I
know they were talking about me
I didn't quite if cause they had paid
up or said it was about mills

Wardrobe features on the shift is awful!
It's new yet as I like to call her is
Shame, This is what I have seen!!
Kris is in France in the Pharmacy with
what I would call an unprofessional
way. Sharmi was leaning over on Debbie
but side touching close, ("not with her
hand") but her Breast on Debbie ~~was~~ leaning
the neck, I was already midway
from passing the lens, when they
noticed me they moved apart but to
late & seen them. Yes I did tell
Kris I had day on ~~know~~ what is
done. Other times I would go
up front on their "People on Lenses"
line to sit back, or in the office
at there always have to do picks
themselves, Debbie works side by side
with Sharmi in Pharmacy or cosmetics.
The most popular place is the
lens. If you need Debbie or Gay
just go to the lens or Pharmacy
that is what people are saying.

There is just no respect for
Debbie as an assistant, she comes
in with neck ties wrapped around
her neck, associates joke her about
that on she just takes it, ~~screams~~
whatever you do at home need to
stay at home.

He made a statement one night what
he do is his private time to know -
his business. another associate says
that don't let you wear expect to
work. There are nights where
there is in harmony with Pacific
there are associates playing games
or not caring if or what they do
but don't let it strong come 5:45 AM
break work up done but they could
been done at least a hour before
or gone to another Dept



8/3/09

To whom it may concern:

On Sat 8/1/09 Assistant Manager Debbie told me, that Natalia needed to stop working in foods and work in HSA on nights & weekends like she was hired in for. El told Debbie, that she needed to talk to Assistant manager - Sammy, because he was the one changing her (Natalia) schedule. Debbie stated, "Well it took Laurie & myself over an hour to zone HSA last night." The next morning when El came in, Debbie told me that Laurie had binned all the freight from the O.S. buggies from both HSA & Pharmacy. But couldn't get the Silver Cart, due to lack of time. Then when El was in Receiving "H" talking to Assistant Manager - Clay, Debbie came up to us and said, "Laurie & El got all the O.S. Carts for HSA & Pharmacy binned. But we didn't get to the Silver Cart." Then she walked off, sat her purse and left the store.

Also on Saturday Morning, when El came into work at 6:45 Am. El walked into the managers office. Assistant Manager Debbie was in there with

2 Associates from 3rd Shift - these
Associates here - Louise + Cindy.

Asst. Mgr.
Tracy Helton

REMOVED FIXTURES DAMAGED

Kimberly Grant - kagrant.s02000

From: Kimberly Grant - kagrant.s02000
To: Max Dutton - mrdutto.s02000
Cc:
Subject: FW: CMN?
Attachments:

Sent: Fri 6/19/2009 10:00 PM

Max,

Please read below the answer to the CMN Donation Question.

Thanks,
KIMBERLY GRANT
APC STORE #2000
CITY HAWK, NC

From: Dawana Riddick - D0RIDDI
Sent: Fri 6/19/2009 2:31 PM
To: Kimberly Grant - kagrant.s02000
Cc: Eric Litchfield; Tracey Battle
Subject: RE: CMN?

Hi Kim

I have spoke to Eric and Tracey about this and we feel that if the customer wants to donate the card she could donate it directly to the hospital.

Thanks

Dawana Riddick MAPM
Market 486
(252) 314-5155 Cell

REMOVED FIXTURES DAMAGED

Kimberly Grant - kagrant.s02000

From: Dawana Riddick - DORIDDI
To: Kimberly Grant - kagrant.s02000
Cc:
Subject: Re: question
Attachments:

Sent: Wed 6/24/2009 9:03 AM

We will add this to the investigation.

From: Kimberly Grant - kagrant.s02000
To: Dawana Riddick - DORIDDI
Cc: Tracey Battle
Sent: Tue Jun 23 16:31:51 2009
Subject: question

out of curiosity why couldn't anything be done when Teresa threatened me on June 12th? Why was that not grounds for termination? Wasn't that retaliation on Debbie and Myself? It has just been on my mind? and Do you think there is more to all this than we already know. I have thought maybe there is something much bigger than we know going on. I do not know how to look at invoicing and see that no fake vendors are in there or anything of that nature.

I thought it was hilarious yesterday, Tracey said Max had her in the office and said he was giving her a training class on how to finalize on hand changes. She said it was so she would have to finalize them.

*KIMBERLY GRANT
APC STORE #2000
Kitty Hawk, NC*

REMOVED FIXTURES DAMAGED

Kimberly Grant - kagrant.s02000

To... Dawana Riddick - D0RJDDI; Art Binder

Cc...

Bcc...

Subject: Video review

Attachments:

As documentation to follow up on the phone call I made to Art Binder and Dawana Riddick this morning,

The accounting office video review for 6/14/2009 did not show Asst Mgr Sammy putting a raffle ticket or anything to do with the raffle in the accounting office from the hours of 1500 thru 2100 hours.

I have recorded the video footage on a dvd and finalized it and have it secured in a different location than the original vhs tape. There was not shot of the raffle table area. Sammy says he doesn't know who contacted the customer initially to have found out that they were donating the money back to CMN. He doesn't know if he called the customer or not. He says that Art handed him the winning ticket outside of the accounting office sometime after 4pm. I have no video of the outside hallway of the accounting office. There is a camera there but it only shows up in accounting on the monitor it does not go to my office to record.

If I can be of further assistance please let me know.

KIMBERLY GRANT
APC STORE #2000
KITTY HAWK, NC

7/15/200

<https://webmail.wal-mart.com/exchange/kagrant.s02000.us/Drafts1/?Cmd=new>

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Confidential

WMT 07873

Art Glidden

305

2981

Art's Place

264-3233

Wal-Mart

Always Low Prices- Always

Teresa Shanefelter

Community Involvement
Coordinator
5400 North Croatan Highway
Kitty Hawk, NC 27949

252-261-6011, ext. 183
Fax: 252-261-1397



to you & Tom Sawyer says we thought it was
the best man for the job. He has been
of 4/5,69 12:30 pm. Sawyer
He can you want to file a suit against
the railroads? You

Also if you ever want to file a suit against
the railroads file it at the Court of Common Pleas.

6/27/09

I will try to find out more about drawing
for CMW. I was here that day & never heard
over the intercom that they were drawing a
Ticket & Never Heard an announcement as to who
~~was~~ the winner was. And usually it is very
publicized. A Big Deal is made.

The ticket is not here.

The customer who won is Tammy Nichols
who leases the building & runs Art's Place.
It is to my understanding that Art doesn't
have any interest in the business anymore but
he does hang there & still acts like he runs the
place or at least can do what he wants while
there. I had been told that Tammy & the crew
of Art's Place take care of Art. (Not sure how)

Tonya would have more insight on that she use
to work there ^{I think} & she spent a lot of time there
& knows all of them very well.

Lori

5/23/09 - On & on over Walkie about vendors must be at Harris Teeters - they had 2 students pack all their features Jerry Far said something & the ~~Max~~ said, I said Sammy Not Jerry Far.

7:19:am Max said on Walkie To Clay - You Dismiss your night crew all at once. They don't leave till you dismiss them.

From 7:20 T.11-

Teresa Shanfelter Walking Floor for Opportunities.

5/23/09 8:11 am - Max said To me (in the Action Hall) By mens & ladies. Eric L. said that we are down 3 Asst Mgrs & A Co (Due to Volume) With An APC in the building shouldn't be a no. And he said outside the store Eric told him ^{what the hell} I Don't Care if she is a personnel Mgr or what she should have cleaned the refrigerators & not gotten a no.

I Told Max One person cannot due all of Nation's priorities or the Shrink Matrix. It is just not ^{humanly} possible. And he was blowing air into a ball and I walked away. And he also said Eric was going to come to whoever was in charge of that Section next time about the no's.

5/31/09 - T.S. in on Mgmt Meeting after Eric left
5/22/09 - T.S. in on Conference call.
5/25/09 - T.S., Sammy & Max - Max bought T.S. Drink & Food.
(Grocery) He did offer me a drink because I was there.
I declined.

6/2/09 - T.S. & Max eating in subway